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Longitudinal Research on Officer Careers: Volume 3. Codebook for the 1989 Survey

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U.S. Army Research Institute

and

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Automation Research Systems, Limited

for

Contracting Officer's Representative
Beverly C. Harris

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OCT 19 1993

Leadership and Organizational Change Technical Area
Paul A. Gade, Chief

Manpower and Personnel Research Division
Zita M. Simutis, Director

September 1993

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13. ABSTRACT (Maximum 200 words)

      The technical manual (Volume 1) and the codebooks published as Volumes 2 to 5 provide information on the Longitudinal Research on Officer Careers (LROC) Survey conducted annually from 1988 through 1992. Approximately 5,000 company-grade officers commissioned from 1980 through 1990 responded to each survey; a total of 928 officers responded to all four surveys. The technical manual provides the sampling plan and tables on the population, sample, respondents, and response rates, as well as a description of the survey and databases. The codebooks provide descriptive statistics for each question in the survey, the survey booklet, and a cross-reference of questions across the 4 years.

      The technical manual is Research Product 93-10, Longitudinal Research on Officer Careers: Volume 1. Technical Manual for 1988-1992 Surveys.

      In addition to this volume, codebooks are as follows: Research Note 93-21A, Longitudinal Research on Officer Careers: Volume 2. Codebook for the 1988 Survey; Research Note 93-21C, Longitudinal Research on Officer Careers: Volume 4. Codebook for the 1990 Survey; and Research Note 93-21D, Longitudinal Research on Officer Careers: Volume 5. Codebook for the 1992 Survey.

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The Leadership and Organizational Change Technical Area (LOCTA) of the Manpower and Personnel Research Division, U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) conducts research on leadership, personnel, and organizational change. As part of this program, longitudinal research has been conducted on the attitudes, career experiences, and career decisions of company-grade officers in the U.S. Army. The major component of this research has been an annual survey that was administered from 1988 through 1992.

This survey, the Longitudinal Research on Officer Careers (LROC) Survey, focused on personal, family, and career issues, including questions on demographics, command assignments, career development and support, mentors, career orientations and intentions, job satisfaction, Army life expectations, Army versus civilian life, and spouse/family issues.

The LROC database contains data files for each year of the survey with approximately 5,000 respondents for each year. A total of 928 officers have responded to all 4 years of the survey and constitute the longitudinal respondents. Respondents are company-grade officers commissioned from 1980 through 1990. Research Product 93-10 describes the database and provides descriptive statistics for each year of the project.

The 4-year period of the LROC Survey has been a period of major change for the Army. Troops were deployed for Operation Desert Shield/Storm, and Congress mandated significant reductions in the size of the force. The data from the LROC Survey provide a unique opportunity to examine changes in the attitudes, career experiences, and perceptions of officers who have been in the Army during this time of change. In keeping with the mission of LOCTA, this information can also inform policymakers on the factors influencing officer career decisions, retention, and recruitment. Results from the LROC Surveys have been briefed to a number of Directorates and Commands throughout the Army since 1989. Information on the 4-year trends was briefed to the Chief of Staff, U.S. Army, early in 1993.

LONGITUDINAL RESEARCH ON OFFICER CAREERS:
VOLUME 3.   CODEBOOK FOR THE 1989 SURVEY

EXECUTIVE SUMMARY

Requirement:

The Longitudinal Research on Officer Careers (LROC) tracks
the changes in attitudes and career experiences of company-grade
officers over time; identifies the individual, organizational,
psychosocial, and family factors that influence officer career
decisions; and investigates the effects of policy change and
world events on the attitudes and career decisions of officers.

Procedure:

In the fall/winter of each year, beginning in 1988, the LROC
Survey was mailed to a stratified random sample of company-grade
officers commissioned from 1980 through the year preceding the
survey year. The sampling plan called for stratification by
gender, source of commission, and year of commissioning. Survey
content centered on the attitudes, career experiences, satisfac-
tion, and family experiences of officers from commissioning
through mid-career (approximately 10 years). To obtain the
maximum number of longitudinal respondents, officers were kept in
the sample and resurveyed every year of the research unless they
left the Army.

Findings:

The LROC survey databases contain the results of the 1988,
1989, 1990, and 1992 surveys. Approximately 5,000 officers
responded each year. Response rates were 63% for 1988; 51% for
1989; 52% for 1990; and 47% for 1992. Overall, the respondents
are fairly representative of the total population of company-
grade officers. However, some subgroups are underrepresented.
Tables included in the technical manual, Volume 1, provide infor-
mation to guide researchers when subgroup analyses are of inter-
est. Volumes 2 to 5, codebooks for each survey, provide the
questions, variable names, response labels and codes, and de-
scriptive statistics for the 1988-1992 databases, respectively.
Volumes 2 to 5 also include a cross-reference of survey ques-
tions over the 4 years.

Utilization of Findings:

The LROC database provides a longitudinal tracking of Army officers over a crucial 4-year period. Beginning in 1989, results of the LROC surveys have been briefed to Army policy-makers providing information on branching issues; the impact of downsizing on the attitudes, career experiences, and career intentions of officers; and on attitudes about women in combat, to name a few. Combined with other personnel and survey databases, the LROC data provide a unique opportunity to investigate the actual trends and changes in attitudes over this 4-year period of change in the world and in the U.S. Army.

LONGITUDINAL RESEARCH ON OFFICER CAREERS:
VOLUME 3.   CODEBOOK FOR THE 1989 SURVEY

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P2Q1
Col Position/Length 10,1

SEX89   WHAT IS YOUR SEX

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MALE	1	3976	71.6	72.4	72.4
FEMALE	2	1513	27.2	27.6	100.0
	.	64	1.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5489   Missing cases   64

. . . .

P2Q2
Col Position/Length:11-12,2

YRBORN89   IN WHAT YEAR WERE YOU BORN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	28	1	.0	.0	.0
	30	1	.0	.0	.0
	33	1	.0	.0	.1
	36	1	.0	.0	.1
	39	2	.0	.0	.1
	40	4	.1	.1	.2
	41	1	.0	.0	.2
	42	4	.1	.1	.3
	44	4	.1	.1	.3
	45	5	.1	.1	.4
	46	15	.3	.3	.7
	47	19	.3	.3	1.1
	48	24	.4	.4	1.5
	49	27	.5	.5	2.0
	50	36	.6	.7	2.6
	51	43	.8	.8	3.4
	52	74	1.3	1.3	4.7
	53	118	2.1	2.1	6.9
	54	103	1.9	1.9	8.8
	55	171	3.1	3.1	11.9
	56	211	3.8	3.8	15.7
	57	358	6.4	6.5	22.2
	58	582	10.5	10.5	32.7
	59	595	10.7	10.8	43.5
	60	529	9.5	9.6	53.1
	61	458	8.2	8.3	61.4
	62	507	9.1	9.2	70.6
	63	506	9.1	9.2	79.8
	64	476	8.6	8.6	88.4
	65	415	7.5	7.5	95.9
	66	220	4.0	4.0	99.9
	67	5	.1	.1	100.0
	69	1	.0	.0	100.0
	.	36	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5517   Missing cases   36

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

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P2Q3
Col Position/Length: 13,1

MARSIN89 WHAT IS YOUR CURRENT MARITAL STATUS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SINGLE	1	1299	23.4	23.4	23.4
ENGAGED	2	182	3.3	3.3	26.7
MARRIED	3	3800	68.4	68.5	95.3
SEPARATED	4	39	.7	.7	96.0
DIVORCED	5	217	3.9	3.9	99.9
WIDOWED	6	7	.1	.1	100.0
	.	9	.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5544   Missing cases   9

- -

P2Q4
Col Position/Length: 14,1

NOCHIL89 NUMBER OF CHILDREN IN YOUR CUSTODY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NONE	1	3225	58.1	58.2	58.2
ONE	2	1044	18.8	18.8	77.0
TWO	3	888	16.0	16.0	93.0
THREE	4	288	5.2	5.2	98.2
FOUR	5	80	1.4	1.4	99.6
FIVE OR MORE	6	21	.4	.4	100.0
	.	7	.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5546   Missing cases   7

- -

P2Q5
Col Position/Length: 15,1

AGECHI89 HOW OLD IS YOUR YOUNGEST CHILD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NA-NO CHILDREN	1	3152	56.8	56.9	56.9
UNDER 2 YEARS OLD	2	1111	20.0	20.1	77.0
TWO-FIVE	3	814	14.7	14.7	91.7
SIX-ELEVEN	4	321	5.8	5.8	97.5
12 TO 17	5	109	2.0	2.0	99.5
18 OR OVER	6	30	.5	.5	100.0
	.	16	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5537   Missing cases   16

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P206
Col Position/Length: 16,1

RACEGP89   RACIAL-ETHNIC BACKGROUND

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
WHITE	1	4586	82.6	82.9	82.9
BLACK	2	536	9.7	9.7	92.6
HISPANIC	3	221	4.0	4.0	96.6
ASIAN	4	107	1.9	1.9	98.6
AMERICAN INDIAN	5	26	.5	.5	99.0
OTHER	6	54	1.0	1.0	100.0
	.	23	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5530   Missing cases   23

- -

P207
Col Position/Length: 17,1

EDULEV89   HIGHEST LEVEL OF EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SOME COLLEGE	1	16	.3	.3	.3
BACHELOR	2	3331	60.0	60.2	60.5
SOME GRADUATE	3	1173	21.1	21.2	81.6
MASTERS	4	699	12.6	12.6	94.3
DOCTORATE	5	317	5.7	5.7	100.0
	.	17	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5536   Missing cases   17

- -

P308
Col Position/Length:18-19,2

COLMAJ89   UNDERGRADUATE MAJOR FIELD OF STUDY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	1	55	1.0	1.0	1.0
HUMANITIES	2	598	10.8	10.9	11.9
SOCIAL SCIENCES	3	997	18.0	18.1	30.0
COMPUTER SCIENCES	4	155	2.8	2.8	32.8
ENGINEERING	5	1136	20.5	20.6	53.4
PHYSICAL SCIENCES	6	277	5.0	5.0	58.5
BIOLOGICAL SCIENCES	7	359	6.5	6.5	65.0
BUSINESS-FINANCE	8	908	16.4	16.5	81.5
NURSING	9	285	5.1	5.2	86.6
MEDICAL-DENTAL	10	90	1.6	1.6	88.3
OTHER	11	645	11.6	11.7	100.0
	.	48	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5505   Missing cases   48

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P3Q9
Col Position/Length:20-21,2

GRDMAJ89 GRADUATE MAJOR FIELD OF STUDY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	1	3215	57.9	58.3	58.3
HUMANITIES	2	104	1.9	1.9	60.2
SOCIAL SCIENCES	3	293	5.3	5.3	65.5
COMPUTER SCIENCES	4	112	2.0	2.0	67.6
ENGINEERING	5	236	4.2	4.3	71.9
PHYSICAL SCIENCES	6	58	1.0	1.1	72.9
BIOLOGICAL SCIENCES	7	42	.8	.8	73.7
BUSINESS-FINANCE	8	781	14.1	14.2	87.8
NURSING	9	58	1.0	1.1	88.9
MEDICAL-DENTAL	10	221	4.0	4.0	92.9
OTHER	11	391	7.0	7.1	100.0
	.	42	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5511   Missing cases   42

- -

P3Q10
Col Position/Length: 22,1

PAREAD89 WAS A PARENT CAREER ACTIVE DUTY MILITARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	1215	21.9	21.9	21.9
NO	2	4336	78.1	78.1	100.0
	.	2	.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5551   Missing cases   2

- -

P3Q11
Col Position/Length: 23-24,2

BRANIN89 WHAT BRANCH ARE YOU IN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
INFANTRY	11	616	11.1	11.1	11.1
ARMOR	12	402	7.2	⁻3	18.4
FIELD ARTILLERY	13	558	10.0	ι∪.1	28.4
AIR DEF. ARTILLERY	14	219	3.9	4.0	32.4
AVIATION	15	434	7.8	7.8	40.2
SPECIAL FORCES	18	48	.9	.9	41.1
CORPS OF ENGINEERS	21	402	7.2	7.3	48.3
SIGNAL CORPS	25	299	5.4	5.4	53.7
MILITARY POLICE	31	169	3.0	3.0	56.8
MILITARY INTEL.	35	348	6.3	6.3	63.1
ADJUTANT GENERAL	42	158	2.8	2.9	65.9

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	Value	Frequency	Percent	Valid Percent	Cum Percent
FINANCE CORPS	44	54	1.0	1.0	66.9
JUDGE ADVOCATE	55	60	1.1	1.1	68.0
CHAPLAIN CORPS	56	78	1.4	1.4	69.4
MEDICAL BRANCHES	60	147	2.6	2.7	72.0
DENTAL CORPS	63	44	.8	.8	72.8
VETERINARY CORPS	64	20	.4	.4	73.2
MED. SPEC. CORPS	65	28	.5	.5	73.7
NURSE CORPS	66	296	5.3	5.3	79.0
MED. SERV. CORPS	67	311	5.6	5.6	84.6
CHEMICAL CORPS	74	110	2.0	2.0	86.6
TRANSPORTATION	88	175	3.2	3.2	89.8
ORDNANCE CORPS	91	305	5.5	5.5	95.3
QUARTERMASTER	92	261	4.7	4.7	100.0
	.	11	.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5542   Missing cases   11

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P3Q12
Col Position/Length: 25-26,2

BRANWA89 WHAT BRANCH WOULD YOU PREFER TO BE IN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
INFANTRY	11	489	8.8	9.3	9.3
ARMOR	12	322	5.8	6.1	15.4
FIELD ARTILLERY	13	302	5.4	5.7	21.1
AIR DEF. ARTILLERY	14	71	1.3	1.3	22.5
AVIATION	15	770	13.9	14.6	37.1
SPECIAL FORCES	18	325	5.9	6.2	43.3
CORPS OF ENGINEERS	21	320	5.8	6.1	49.4
SIGNAL CORPS	25	171	3.1	3.2	52.6
MILITARY POLICE	31	150	2.7	2.8	55.5
MILITARY INTEL.	35	377	6.8	7.2	62.6
ADJUTANT GENERAL	42	191	3.4	3.6	66.3
FINANCE CORPS	44	105	1.9	2.0	68.3
JUDGE ADVOCATE	55	156	2.8	3.0	71.2
CHAPLAIN CORPS	56	81	1.5	1.5	72.8
MEDICAL BRANCHES	60	209	3.8	4.0	76.7
DENTAL CORPS	63	39	.7	.7	77.5
VETERINARY CORPS	64	35	.6	.7	78.1
MED. SPEC. CORPS	65	57	1.0	1.1	79.2
NURSE CORPS	66	214	3.9	4.1	83.3
MED. SERV. CORPS	67	318	5.7	6.0	89.3
CHEMICAL CORPS	74	34	.6	.6	90.0
TRANSPORTATION	88	153	2.8	2.9	92.9
ORDNANCE CORPS	91	187	3.4	3.6	96.4
QUARTERMASTER	92	188	3.4	3.6	100.0
	.	289	5.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5264   Missing cases   289

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SURVEY CODEBOOK

P3Q13
Col Position/Length: 27,1

BRCHCE89 WHICH CHOICE WAS YOUR BASIC

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
FIRST CHOICE	1	4014	72.3	73.3	73.3
SECOND CHOICE	2	567	10.2	10.4	83.6
THIRD CHOICE	3	282	5.1	5.1	88.8
FOURTH CHOICE	4	161	2.9	2.9	91.7
OTHER	5	453	8.2	8.3	100.0
	.	76	1.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5477   Missing cases   76

- -

P4Q14
Col Position/Length: 28,1

TRANBR89 DO YOU INTEND TO TRANSFER BRANCHES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO NOT INTERESTED	1	4332	78.0	78.6	78.6
NO CANT GET BRANCH	2	642	11.6	11.6	90.2
YES DO NOT EXPECT	3	249	4.5	4.5	94.7
YES DO EXPECT	4	291	5.2	5.3	100.0
	.	39	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5514   Missing cases   39

- -

P4Q15
Col Position/Length: 29,1

CURDET89 ARE YOU DETAILED TO ANOTHER BRANCH

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	162	2.9	2.9	2.9
NO	2	5376	96.8	97.1	100.0
	.	15	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5538   Missing cases   15

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P4Q16
Col Position/Length: 30,1

BRNDET89 IF DETAILED TO ANOTHER BRANCH WHICH ONE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
INFANTRY	11	33	.6	16.5	16.5
ARMOR	12	19	.3	9.5	26.0
FIELD ARTILLERY	13	18	.3	9.0	35.0
AIR DEF. ARTILLERY	14	16	.3	8.0	43.0
CHEMICAL CORPS	74	13	.2	6.5	49.5
OTHER	99	101	1.8	50.5	100.0
	.	5353	96.4	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   200   Missing cases   5353

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P4Q17
Col Position/Length: 31-32,2

AREAIN89 WHAT FUNCTIONAL AREA ARE YOU IN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	0	2771	49.9	51.4	51.4
? NO PREFERENCE	1	206	3.7	3.8	55.2
MILITARY INTEL.	35	224	4.0	4.2	59.4
PSYCHOLOGICAL OPS.	39	46	.8	.9	60.3
PERSONNEL MGMT.	41	270	4.9	5.0	65.3
COMPTROLLER	45	118	2.1	2.2	67.5
PUBLIC AFFAIRS	46	86	1.5	1.6	69.0
USMA FACULTY	47	1	.0	.0	69.1
FOREIGN AREA	48	134	2.4	2.5	71.6
OPS. RESEARCH	49	240	4.3	4.5	76.0
FORCE DEVELOPMENT	50	85	1.5	1.6	77.6
R & D	51	374	6.7	6.9	84.5
NUCLEAR WEAPONS	52	73	1.3	1.4	85.9
SYSTEMS AUTOMATION	53	223	4.0	4.1	90.0
OPS. PLANS & TRNG.	54	412	7.4	7.6	97.7
CONTRACT-INDUS. MGMT	97	111	2.0	2.1	99.7
COMBAT DEVELOPMENT.	99	15	.3	.3	100.0
	.	164	3.0	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   5389   Missing cases   164

- -

P4Q18
Col Position/Length: 33-34,2

AREAWA89 IF YOU STAY, WHAT AREA WOULD YOU PREFER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	0	955	17.2	18.5	18.5
? NO PREFERENCE	1	337	6.1	6.5	25.0
MILITARY INTEL.	35	175	3.2	3.4	28.4

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PSYCHOLOGICAL OPS.	39	169	3.0	3.3	31.7
PERSONNEL MGMT.	41	289	5.2	5.6	37.3
COMPTROLLER	45	153	2.8	3.0	40.2
PUBLIC AFFAIRS	46	110	2.0	2.1	42.4
USMA FACULTY	47	165	3.0	3.2	45.6
FOREIGN AREA	48	700	12.6	13.6	59.1
OPS. RESEARCH	49	373	6.7	7.2	66.3
FORCE DEVELOPMENT	50	37	.7	.7	67.0
R & D	51	544	9.8	10.5	77.6
NUCLEAR WEAPONS	52	36	.6	.7	78.3
SYSTEMS AUTOMATION	53	241	4.3	4.7	82.9
OPS. PLANS & TRNG.	54	429	7.7	8.3	91.2
CONTRACT-INDUS. MGMT	97	405	7.3	7.8	99.1
COMBAT DEVELOPMENT.	99	47	.8	.9	100.0
	.	388	7.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5165   Missing cases   388

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P4Q19
Col Position/Length: 35-36,2

SVCBEG89   YEAR ACTIVE COMMISSIONED SERVICE BEGAN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
BEFORE 1980	79	97	1.7	1.8	1.8
1980	80	558	10.0	10.1	11.8
1981	81	680	12.2	12.3	24.1
1982	82	607	10.9	11.0	35.0
1983	83	572	10.3	10.3	45.4
1984	84	585	10.5	10.6	55.9
1985	85	624	11.2	11.3	67.2
1985	86	648	11.7	11.7	78.9
1987	87	623	11.2	11.2	90.1
1988	88	528	9.5	9.5	99.6
1989	89	20	.4	.4	100.0
	.	11	.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5542   Missing cases   11
- -
P4Q20
Col Position/Length: 37,1

SORCOM89   SOURCE OF YOUR COMMISSION WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ROTC SCHOLAR	1	1518	27.3	27.4	27.4
ROTC NON-SCHOLAR	2	1600	28.8	28.9	56.3
USMA	3	1634	29.4	29.5	85.7
OCS	4	276	5.0	5.0	90.7
DIRECT	5	462	8.3	8.3	99.1
OTHER	6	52	.9	.9	100.0
	.	11	.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5542   Missing cases   11

APPENDIX A

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P4Q21
Col Position/Length: 38,1

DMGRAD89 DISTINGUISHED MILITARY GRADUATE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	1881	33.9	35.8	35.8
NO	2	1264	22.8	24.0	59.8
NOT APPLICABLE	3	2116	38.1	40.2	100.0
	.	292	5.3	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   5261   Missing cases   292

- -

P4Q22
Col Position/Length: 39,1

RAOTRA89 CURRENT STATUS IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
REGULAR ARMY	1	3293	59.3	59.5	59.5
NOT REGULAR ARMY	2	2067	37.2	37.4	96.9
OTHER	3	171	3.1	3.1	100.0
	.	22	.4	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   5531   Missing cases   22

- -

P4Q23
Col Position/Length: 40,1

CGRADE89 CURRENT RANK IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
2LT	1	397	7.1	7.2	7.2
1LT	2	1317	23.7	23.8	30.9
CPT	3	3691	66.5	66.6	97.6
MAJ OR ABOVE	4	135	2.4	2.4	100.0
	.	13	.2	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   5540   Missing cases   13

- -

P4Q24
Col Position/Length: 41-42,2

MACOMA89 MAJOR COMMAND HEADQUARTERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
FORCES COMMAND	1	1468	26.4	26.6	26.6
TRADOC	2	1125	20.3	20.4	47.0

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ARMY-EUROPE	3	1335	24.0	24.2	71.2
WESTERN COMMAND	4	215	3.9	3.9	75.1
8TH ARMY-KOREA	5	190	3.4	3.4	78.6
HEALTH SERVICES	6	522	9.4	9.5	88.0
SOUTH COMMAND	7	36	.6	.7	88.7
JOINT STAFF-HQDA	8	24	.4	.4	89.1
OTHER	9	61	1.1	1.1	90.2
INTEL & SECURITY	10	7	.1	.1	90.4
ARMY-JAPAN	11	63	1.1	1.1	91.5
MATERIEL COMMAND	12	40	.7	.7	92.2
INFORMATION SYSTEMS	13	7	.1	.1	92.4
TRAFFIC MANAGEMENT	14	4	.1	.1	92.4
CRIMINAL INVESTIGATI	15	27	.5	.5	92.9
CORPS OF ENGINEERS	16	2	.0	.0	93.0
STRTEGIC DEFENSE	17	51	.9	.9	93.9
MIL. DIST. OF WASH.	18	337	6.1	6.1	100.0
	.	39	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5514   Missing cases   39

- -

P5Q25
Col Position/Length: 43-44,2

YRSSVC89 YEARS OF ACTIVE DUTY SERVICE COMPLETED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	9	.2	.2	.2
	1	249	4.5	4.5	4.7
	2	545	9.8	9.8	14.5
	3	542	9.8	9.8	24.3
	4	576	10.4	10.4	34.6
	5	588	10.6	10.6	45.2
	6	570	10.3	10.3	55.5
	7	542	9.8	9.8	65.3
	8	641	11.5	11.6	76.9
	9	540	9.7	9.7	86.6
	10	337	6.1	6.1	92.7
	11	93	1.7	1.7	94.4
	12	106	1.9	1.9	96.3
	13	75	1.4	1.4	97.6
	14	53	1.0	1.0	98.6
	15	27	.5	.5	99.1
	16	14	.3	.3	99.3
	17	11	.2	.2	99.5
	18	12	.2	.2	99.7
	19	5	.1	.1	99.8
	20	2	.0	.0	99.9
	21	1	.0	.0	99.9
	22	4	.1	.1	99.9
	30	2	.0	.0	100.0
	48	1	.0	.0	100.0
	.	8	.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5545   Missing cases   8

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P5Q26
Col Position/Length: 45-46,2

YRSEXP89 YEARS OF ACTIVE DUTY SERVICE EXPECTED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	6	.1	.1	.1
	1	1	.0	.0	.1
	2	8	.1	.1	.3
	3	70	1.3	1.3	1.6
	4	269	4.8	4.9	6.5
	5	363	6.5	6.6	13.1
	6	209	3.8	3.8	16.9
	7	134	2.4	2.4	19.4
	8	211	3.8	3.9	23.2
	9	71	1.3	1.3	24.5
	10	226	4.1	4.1	28.7
	11	89	1.6	1.6	30.3
	12	47	.8	.9	31.1
	13	22	.4	.4	31.5
	14	27	.5	.5	32.0
	15	20	.4	.4	32.4
	16	11	.2	.2	32.6
	17	1	.0	.0	32.6
	18	5	.1	.1	32.7
	20	2635	47.5	48.2	80.9
	21	41	.7	.7	81.6
	22	142	2.6	2.6	84.2
	23	53	1.0	1.0	85.2
	24	68	1.2	1.2	86.4
	25	302	5.4	5.5	91.9
	26	54	1.0	1.0	92.9
	27	6	.1	.1	93.0
	28	7	.1	.1	93.2
	29	2	.0	.0	93.2
	30	358	6.4	6.5	99.7
	32	1	.0	.0	99.8
	35	7	.1	.1	99.9
	36	1	.0	.0	99.9
	38	1	.0	.0	99.9
	40	1	.0	.0	99.9
	43	1	.0	.0	100.0
	44	1	.0	.0	100.0
	48	1	.0	.0	100.0
	.	81	1.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5472   Missing cases   81

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P5Q27
Col Position/Length: 47-48,2

MOTOGO89 MONTHS LEFT IN OBLIGATED PERIOD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
OBLIGATION COMPLETED	0	1913	34.4	34.7	34.7
	1	87	1.6	1.6	36.3

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2	107	1.9	1.9	38.2
3	120	2.2	2.2	40.4
4	141	2.5	2.6	43.0
5	107	1.9	1.9	44.9
6	158	2.8	2.9	47.8
7	96	1.7	1.7	49.5
8	109	2.0	2.0	51.5
9	79	1.4	1.4	52.9
10	90	1.6	1.6	54.6
11	77	1.4	1.4	56.0
12	251	4.5	4.6	60.5
13	38	.7	.7	61.2
14	70	1.3	1.3	62.5
15	88	1.6	1.6	64.1
16	97	1.7	1.8	65.8
17	53	1.0	1.0	66.8
18	130	2.3	2.4	69.1
19	61	1.1	1.1	70.2
20	72	1.3	1.3	71.6
21	45	.8	.8	72.4
22	32	.6	.6	72.9
23	30	.5	.5	73.5
24	201	3.6	3.6	77.1
25	24	.4	.4	77.6
26	66	1.2	1.2	78.8
27	81	1.5	1.5	80.2
28	70	1.3	1.3	81.5
29	33	.6	.6	82.1
30	81	1.5	1.5	83.6
31	37	.7	.7	84.3
32	36	.6	.7	84.9
33	12	.2	.2	85.1
34	12	.2	.2	85.3
35	16	.3	.3	85.6
36	160	2.9	2.9	88.5
37	12	.2	.2	88.8
38	40	.7	.7	89.5
39	48	.9	.9	90.3
40	64	1.2	1.2	91.5
41	26	.5	.5	92.0
42	33	.6	.6	92.6
43	7	.1	.1	92.7
44	9	.2	.2	92.9
45	9	.2	.2	93.0
46	2	.0	.0	93.1
47	4	.1	.1	93.1
48	84	1.5	1.5	94.7
49	2	.0	.0	94.7
50	13	.2	.2	94.9
51	11	.2	.2	95.1
52	13	.2	.2	95.4
53	11	.2	.2	95.6
54	35	.6	.6	96.2
55	11	.2	.2	96.4
56	2	.0	.0	96.4
57	3	.1	.1	96.5
58	5	.1	.1	96.6
59	8	.1	.1	96.7
60	43	.8	.8	97.5
61	1	.0	.0	97.5
62	5	.1	.1	97.6

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63	5	.1	.1	97.7
64	4	.1	.1	97.8
65	3	.1	.1	97.8
66	9	.2	.2	98.0
67	2	.0	.0	98.0
68	3	.1	.1	98.1
69	2	.0	.0	98.1
71	2	.0	.0	98.2
72	53	1.0	1.0	99.1
75	3	.1	.1	99.2
76	2	.0	.0	99.2
78	6	.1	.1	99.3
81	1	.0	.0	99.3
82	1	.0	.0	99.4
84	5	.1	.1	99.5
86	1	.0	.0	99.5
90	2	.0	.0	99.5
91	1	.0	.0	99.5
93	2	.0	.0	99.6
94	1	.0	.0	99.6
96	1	.0	.0	99.6
98	1	.0	.0	99.6
99	21	.4	.4	100.0
.	41	.7	Missing	
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Total	5553	100.0	100.0	

Valid cases   5512   Missing cases   41

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P5Q28
Col Position/Length: 49-50,2

MOGONE89 MONTHS SINCE OBLIGATION COMPLETED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT YET COMPLETED	0	3197	57.6	59.5	59.5
	1	134	2.4	2.5	62.0
	2	62	1.1	1.2	63.2
	3	61	1.1	1.1	64.3
	4	62	1.1	1.2	65.5
	5	55	1.0	1.0	66.5
	6	98	1.8	1.8	68.3
	7	52	.9	1.0	69.3
	8	73	1.3	1.4	70.6
	9	46	.8	.9	71.5
	10	50	.9	.9	72.4
	11	25	.5	.5	72.9
	12	127	2.3	2.4	75.3
	13	18	.3	.3	75.6
	14	31	.6	.6	76.2
	15	26	.5	.5	76.7
	16	20	.4	.4	77.0
	17	20	.4	.4	77.4
	18	82	1.5	1.5	78.9
	19	29	.5	.5	79.5
	20	40	.7	.7	80.2
	21	31	.6	.6	80.8
	22	31	.6	.6	81.4
	23	8	.1	.1	81.5

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24	141	2.5	2.6	84.1
25	9	.2	.2	84.3
26	16	.3	.3	84.6
27	11	.2	.2	84.8
28	11	.2	.2	85.0
29	13	.2	.2	85.3
30	42	.8	.8	86.0
31	5	.1	.1	86.1
32	34	.6	.6	86.8
33	17	.3	.3	87.1
34	14	.3	.3	87.3
35	7	.1	.1	87.5
36	126	2.3	2.3	89.8
37	3	.1	.1	89.9
38	5	.1	.1	90.0
39	6	.1	.1	90.1
40	11	.2	.2	90.3
41	5	.1	.1	90.4
42	20	.4	.4	90.7
43	7	.1	.1	90.9
44	26	.5	.5	91.4
45	19	.3	.4	91.7
46	8	.1	.1	91.9
47	3	.1	.1	91.9
48	104	1.9	1.9	93.9
49	5	.1	.1	93.9
50	4	.1	.1	94.0
51	1	.0	.0	94.0
52	1	.0	.0	94.1
53	4	.1	.1	94.1
54	21	.4	.4	94.5
55	11	.2	.2	94.7
56	10	.2	.2	94.9
57	10	.2	.2	95.1
58	8	.1	.1	95.3
59	1	.0	.0	95.3
60	84	1.5	1.6	96.8
61	6	.1	.1	96.9
62	2	.0	.0	97.0
63	3	.1	.1	97.0
64	1	.0	.0	97.1
65	3	.1	.1	97.1
66	5	.1	.1	97.2
67	3	.1	.1	97.3
68	15	.3	.3	97.5
69	4	.1	.1	97.6
70	7	.1	.1	97.7
72	56	1.0	1.0	98.8
73	2	.0	.0	98.8
75	1	.0	.0	98.8
76	2	.0	.0	98.9
77	3	.1	.1	98.9
78	7	.1	.1	99.1
79	1	.0	.0	99.1
80	3	.1	.1	99.1
81	3	.1	.1	99.2
82	1	.0	.0	99.2
84	24	.4	.4	99.7
86	1	.0	.0	99.7
88	1	.0	.0	99.7
89	1	.0	.0	99.7

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90	1	.0	.0	99.7
92	1	.0	.0	99.8
93	1	.0	.0	99.8
94	1	.0	.0	99.8
95	1	.0	.0	99.8
99	10	.2	.2	100.0
.	182	3.3	Missing	
	-------	-------	-------	
Total	5553	100.0	100.0	

Valid cases   5371   Missing cases   182

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PSQ29
Col Position/Length: 51-54,4

MILMON89   CURRENT TOTAL MONTHLY MILITARY PAY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	6	.1	.1	.1
	1000	1	.0	.0	.1
	1030	1	.0	.0	.2
	1085	1	.0	.0	.2
	1130	1	.0	.0	.2
	1194	1	.0	.0	.2
	1200	2	.0	.0	.3
	1208	1	.0	.0	.3
	1240	1	.0	.0	.3
	1300	14	.3	.3	.6
	1317	1	.0	.0	.6
	1321	1	.0	.0	.6
	1338	1	.0	.0	.6
	1340	1	.0	.0	.6
	1350	2	.0	.0	.7
	1369	1	.0	.0	.7
	1380	1	.0	.0	.7
	1387	3	.1	.1	.8
	1400	12	.2	.2	1.0
	1403	1	.0	.0	1.0
	1404	1	.0	.0	1.1
	1409	1	.0	.0	1.1
	1413	2	.0	.0	1.1
	1420	1	.0	.0	1.1
	1426	1	.0	.0	1.2
	1444	1	.0	.0	1.2
	1445	1	.0	.0	1.2
	1448	1	.0	.0	1.2
	1458	2	.0	.0	1.3
	1459	1	.0	.0	1.3
	1471	2	.0	.0	1.3
	1472	3	.1	.1	1.4
	1476	1	.0	.0	1.4
	1480	1	.0	.0	1.4
	1499	1	.0	.0	1.4
	1500	9	.2	.2	1.6
	1509	1	.0	.0	1.6
	1511	2	.0	.0	1.7
	1514	1	.0	.0	1.7
	1518	1	.0	.0	1.7
	1520	1	.0	.0	1.7

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1524	11	.2	.2	1.9
1528	1	.0	.0	2.0
1532	1	.0	.0	2.0
1535	1	.0	.0	2.0
1536	1	.0	.0	2.0
1542	1	.0	.0	2.0
1545	1	.0	.0	2.1
1546	1	.0	.0	2.1
1547	1	.0	.0	2.1
1550	3	.1	.1	2.1
1570	2	.0	.0	2.2
1575	1	.0	.0	2.2
1580	2	.0	.0	2.2
1581	1	.0	.0	2.3
1582	1	.0	.0	2.3
1586	1	.0	.0	2.3
1588	1	.0	.0	2.3
1597	1	.0	.0	2.3
1600	14	.3	.3	2.6
1602	1	.0	.0	2.6
1618	1	.0	.0	2.7
1620	1	.0	.0	2.7
1625	1	.0	.0	2.7
1630	1	.0	.0	2.7
1632	1	.0	.0	2.7
1634	1	.0	.0	2.8
1636	2	.0	.0	2.8
1638	1	.0	.0	2.8
1640	3	.1	.1	2.9
1642	1	.0	.0	2.9
1645	1	.0	.0	2.9
1649	3	.1	.1	3.0
1650	10	.2	.2	3.2
1658	1	.0	.0	3.2
1663	1	.0	.0	3.2
1679	1	.0	.0	3.2
1680	1	.0	.0	3.2
1684	3	.1	.1	3.3
1685	1	.0	.0	3.3
1689	1	.0	.0	3.3
1696	1	.0	.0	3.4
1700	30	.5	.6	3.9
1703	1	.0	.0	4.0
1704	1	.0	.0	4.0
1706	1	.0	.0	4.0
1707	1	.0	.0	4.0
1713	1	.0	.0	4.0
1715	1	.0	.0	4.1
1719	1	.0	.0	4.1
1727	1	.0	.0	4.1
1728	1	.0	.0	4.1
1738	1	.0	.0	4.1
1745	10	.2	.2	4.3
1746	1	.0	.0	4.4
1750	7	.1	.1	4.5
1758	1	.0	.0	4.5
1759	1	.0	.0	4.5
1760	1	.0	.0	4.6
1763	1	.0	.0	4.6
1767	1	.0	.0	4.6
1768	1	.0	.0	4.6

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1769	1	.0	.0	4.6
1770	2	.0	.0	4.7
1774	1	.0	.0	4.7
1776	1	.0	.0	4.7
1779	1	.0	.0	4.7
1782	1	.0	.0	4.7
1783	2	.0	.0	4.8
1785	1	.0	.0	4.8
1787	1	.0	.0	4.8
1788	1	.0	.0	4.8
1789	3	.1	.1	4.9
1790	11	.2	.2	5.1
1796	1	.0	.0	5.1
1800	41	.7	.8	5.9
1804	3	.1	.1	6.0
1805	1	.0	.0	6.0
1810	1	.0	.0	6.0
1814	2	.0	.0	6.1
1820	2	.0	.0	6.1
1821	1	.0	.0	6.1
1823	1	.0	.0	6.2
1825	2	.0	.0	6.2
1830	2	.0	.0	6.2
1832	1	.0	.0	6.3
1833	1	.0	.0	6.3
1837	2	.0	.0	6.3
1838	3	.1	.1	6.4
1845	1	.0	.0	6.4
1850	4	.1	.1	6.5
1851	1	.0	.0	6.5
1852	1	.0	.0	6.5
1857	1	.0	.0	6.5
1858	1	.0	.0	6.5
1860	2	.0	.0	6.6
1864	1	.0	.0	6.6
1866	1	.0	.0	6.6
1868	2	.0	.0	6.7
1869	10	.2	.2	6.9
1870	3	.1	.1	6.9
1878	1	.0	.0	6.9
1880	2	.0	.0	7.0
1883	1	.0	.0	7.0
1887	2	.0	.0	7.0
1888	1	.0	.0	7.1
1889	3	.1	.1	7.1
1890	3	.1	.1	7.2
1895	4	.1	.1	7.2
1898	1	.0	.0	7.3
1900	17	.3	.3	7.6
1908	2	.0	.0	7.6
1914	1	.0	.0	7.7
1915	2	.0	.0	7.7
1917	1	.0	.0	7.7
1919	1	.0	.0	7.7
1920	1	.0	.0	7.8
1928	1	.0	.0	7.8
1930	1	.0	.0	7.8
1934	1	.0	.0	7.8
1937	2	.0	.0	7.9
1938	1	.0	.0	7.9
1940	1	.0	.0	7.9

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1945	2	.0	.0	7.9
1946	2	.0	.0	8.0
1949	1	.0	.0	8.0
1950	4	.1	.1	8.1
1952	1	.0	.0	8.1
1954	1	.0	.0	8.1
1955	2	.0	.0	8.1
1957	1	.0	.0	8.2
1959	2	.0	.0	8.2
1962	1	.0	.0	8.2
1963	1	.0	.0	8.2
1967	1	.0	.0	8.3
1969	1	.0	.0	8.3
1970	3	.1	.1	8.3
1971	1	.0	.0	8.4
1975	3	.1	.1	8.4
1976	1	.0	.0	8.4
1979	2	.0	.0	8.5
1980	1	.0	.0	8.5
1988	1	.0	.0	8.5
1990	1	.0	.0	8.5
1991	1	.0	.0	8.6
1993	1	.0	.0	8.6
1994	2	.0	.0	8.6
1999	1	.0	.0	8.6
2000	71	1.3	1.4	10.0
2002	2	.0	.0	10.1
2003	1	.0	.0	10.1
2011	2	.0	.0	10.1
2012	2	.0	.0	10.2
2014	3	.1	.1	10.2
2018	1	.0	.0	10.2
2022	1	.0	.0	10.3
2023	4	.1	.1	10.3
2025	2	.0	.0	10.4
2026	1	.0	.0	10.4
2028	1	.0	.0	10.4
2034	1	.0	.0	10.4
2039	1	.0	.0	10.5
2040	2	.0	.0	10.5
2041	2	.0	.0	10.5
2043	1	.0	.0	10.6
2045	1	.0	.0	10.6
2047	1	.0	.0	10.6
2050	3	.1	.1	10.6
2052	1	.0	.0	10.7
2055	1	.0	.0	10.7
2057	1	.0	.0	10.7
2059	1	.0	.0	10.7
2060	3	.1	.1	10.8
2061	1	.0	.0	10.8
2062	1	.0	.0	10.8
2064	1	.0	.0	10.8
2067	2	.0	.0	10.9
2069	1	.0	.0	10.9
2070	5	.1	.1	11.0
2071	1	.0	.0	11.0
2073	2	.0	.0	11.1
2080	1	.0	.0	11.1
2082	1	.0	.0	11.1
2085	1	.0	.0	11.1

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2088	2	.0	.0	11.2
2095	1	.0	.0	11.2
2096	12	.2	.2	11.4
2100	53	1.0	1.0	12.4
2103	1	.0	.0	12.5
2106	2	.0	.0	12.5
2110	1	.0	.0	12.5
2112	1	.0	.0	12.5
2114	1	.0	.0	12.6
2116	1	.0	.0	12.6
2120	4	.1	.1	12.7
2123	2	.0	.0	12.7
2124	2	.0	.0	12.7
2125	1	.0	.0	12.8
2127	2	.0	.0	12.8
2130	1	.0	.0	12.8
2132	1	.0	.0	12.8
2135	1	.0	.0	12.9
2140	1	.0	.0	12.9
2141	1	.0	.0	12.9
2143	7	.1	.1	13.0
2147	1	.0	.0	13.1
2148	1	.0	.0	13.1
2149	1	.0	.0	13.1
2150	3	.1	.1	13.1
2153	1	.0	.0	13.2
2154	1	.0	.0	13.2
2155	4	.1	.1	13.3
2160	5	.1	.1	13.4
2162	1	.0	.0	13.4
2166	6	.1	.1	13.5
2167	9	.2	.2	13.7
2168	1	.0	.0	13.7
2169	1	.0	.0	13.7
2170	2	.0	.0	13.8
2173	1	.0	.0	13.8
2179	1	.0	.0	13.8
2180	1	.0	.0	13.8
2183	1	.0	.0	13.8
2185	1	.0	.0	13.9
2190	2	.0	.0	13.9
2191	2	.0	.0	13.9
2194	1	.0	.0	14.0
2195	1	.0	.0	14.0
2196	1	.0	.0	14.0
2197	3	.1	.1	14.0
2198	1	.0	.0	14.1
2199	4	.1	.1	14.1
2200	85	1.5	1.7	15.8
2210	2	.0	.0	15.8
2211	5	.1	.1	15.9
2212	4	.1	.1	16.0
2214	2	.0	.0	16.1
2215	1	.0	.0	16.1
2216	1	.0	.0	16.1
2219	2	.0	.0	16.1
2220	13	.2	.3	16.4
2221	3	.1	.1	16.5
2222	4	.1	.1	16.5
2227	1	.0	.0	16.5
2229	2	.0	.0	16.6

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2231	2	.0	.0	16.6
2233	1	.0	.0	16.6
2234	1	.0	.0	16.7
2237	1	.0	.0	16.7
2238	6	.1	.1	16.8
2240	3	.1	.1	16.9
2245	2	.0	.0	16.9
2247	1	.0	.0	16.9
2248	1	.0	.0	16.9
2249	1	.0	.0	17.0
2250	11	.2	.2	17.2
2252	1	.0	.0	17.2
2253	4	.1	.1	17.3
2254	1	.0	.0	17.3
2255	3	.1	.1	17.4
2256	1	.0	.0	17.4
2264	1	.0	.0	17.4
2266	3	.1	.1	17.4
2267	1	.0	.0	17.5
2268	3	.1	.1	17.5
2270	3	.1	.1	17.6
2271	1	.0	.0	17.6
2277	1	.0	.0	17.6
2278	1	.0	.0	17.6
2280	2	.0	.0	17.7
2283	1	.0	.0	17.7
2287	1	.0	.0	17.7
2289	1	.0	.0	17.7
2290	4	.1	.1	17.8
2291	8	.1	.2	18.0
2292	4	.1	.1	18.1
2293	1	.0	.0	18.1
2294	1	.0	.0	18.1
2299	2	.0	.0	18.1
2300	66	1.2	1.3	19.4
2301	1	.0	.0	19.4
2306	1	.0	.0	19.5
2308	2	.0	.0	19.5
2309	2	.0	.0	19.5
2310	1	.0	.0	19.6
2311	1	.0	.0	19.6
2314	2	.0	.0	19.6
2319	1	.0	.0	19.6
2320	2	.0	.0	19.7
2321	2	.0	.0	19.7
2322	2	.0	.0	19.8
2324	3	.1	.1	19.8
2326	1	.0	.0	19.8
2329	1	.0	.0	19.9
2330	1	.0	.0	19.9
2332	2	.0	.0	19.9
2333	1	.0	.0	19.9
2334	1	.0	.0	19.9
2335	1	.0	.0	20.0
2338	2	.0	.0	20.0
2339	3	.1	.1	20.1
2340	2	.0	.0	20.1
2342	1	.0	.0	20.1
2344	1	.0	.0	20.1
2345	2	.0	.0	20.2
2347	2	.0	.0	20.2

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2350	9	.2	.2	20.4
2352	2	.0	.0	20.4
2354	2	.0	.0	20.5
2355	1	.0	.0	20.5
2356	1	.0	.0	20.5
2357	1	.0	.0	20.5
2358	1	.0	.0	20.6
2359	1	.0	.0	20.6
2360	2	.0	.0	20.6
2361	1	.0	.0	20.6
2363	1	.0	.0	20.7
2366	1	.0	.0	20.7
2370	1	.0	.0	20.7
2371	2	.0	.0	20.7
2372	2	.0	.0	20.8
2377	1	.0	.0	20.8
2379	1	.0	.0	20.8
2380	1	.0	.0	20.8
2381	1	.0	.0	20.8
2385	2	.0	.0	20.9
2390	1	.0	.0	20.9
2391	1	.0	.0	20.9
2395	1	.0	.0	20.9
2396	3	.1	.1	21.0
2398	2	.0	.0	21.0
2400	79	1.4	1.5	22.6
2401	1	.0	.0	22.6
2405	1	.0	.0	22.6
2407	3	.1	.1	22.7
2408	2	.0	.0	22.7
2412	1	.0	.0	22.7
2415	2	.0	.0	22.8
2416	1	.0	.0	22.8
2421	1	.0	.0	22.8
2423	9	.2	.2	23.0
2424	2	.0	.0	23.0
2426	1	.0	.0	23.1
2427	1	.0	.0	23.1
2430	1	.0	.0	23.1
2431	1	.0	.0	23.1
2438	1	.0	.0	23.1
2439	3	.1	.1	23.2
2440	1	.0	.0	23.2
2442	1	.0	.0	23.2
2447	1	.0	.0	23.3
2448	1	.0	.0	23.3
2450	7	.1	.1	23.4
2451	6	.1	.1	23.5
2453	1	.0	.0	23.5
2455	1	.0	.0	23.6
2457	2	.0	.0	23.6
2458	5	.1	.1	23.7
2459	7	.1	.1	23.8
2460	1	.0	.0	23.9
2462	1	.0	.0	23.9
2463	4	.1	.1	24.0
2465	1	.0	.0	24.0
2467	1	.0	.0	24.0
2468	1	.0	.0	24.0
2469	1	.0	.0	24.0
2470	4	.1	.1	24.1

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2473	2	.0	.0	24.2
2474	1	.0	.0	24.2
2477	1	.0	.0	24.2
2478	2	.0	.0	24.2
2480	6	.1	.1	24.3
2481	1	.0	.0	24.4
2483	1	.0	.0	24.4
2484	2	.0	.0	24.4
2487	1	.0	.0	24.4
2488	2	.0	.0	24.5
2489	2	.0	.0	24.5
2491	1	.0	.0	24.5
2492	5	.1	.1	24.6
2493	1	.0	.0	24.7
2494	2	.0	.0	24.7
2495	2	.0	.0	24.7
2496	1	.0	.0	24.8
2497	1	.0	.0	24.8
2498	1	.0	.0	24.8
2500	143	2.6	2.8	27.6
2502	1	.0	.0	27.6
2505	2	.0	.0	27.6
2506	3	.1	.1	27.7
2509	3	.1	.1	27.8
2515	1	.0	.0	27.8
2516	1	.0	.0	27.8
2518	1	.0	.0	27.8
2520	2	.0	.0	27.9
2525	2	.0	.0	27.9
2526	3	.1	.1	28.0
2530	2	.0	.0	28.0
2531	1	.0	.0	28.0
2533	1	.0	.0	28.0
2537	1	.0	.0	28.1
2538	3	.1	.1	28.1
2539	20	.4	.4	28.5
2540	3	.1	.1	28.6
2541	2	.0	.0	28.6
2542	2	.0	.0	28.6
2543	1	.0	.0	28.7
2545	2	.0	.0	28.7
2546	1	.0	.0	28.7
2547	24	.4	.5	29.2
2550	15	.3	.3	29.5
2551	17	.3	.3	29.8
2554	1	.0	.0	29.8
2555	1	.0	.0	29.9
2556	1	.0	.0	29.9
2557	1	.0	.0	29.9
2559	1	.0	.0	29.9
2560	5	.1	.1	30.0
2561	1	.0	.0	30.0
2562	4	.1	.1	30.1
2563	2	.0	.0	30.1
2564	3	.1	.1	30.2
2567	2	.0	.0	30.2
2568	1	.0	.0	30.3
2569	7	.1	.1	30.4
2570	19	.3	.4	30.8
2571	3	.1	.1	30.8
2572	1	.0	.0	30.9

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2575	2	.0	.0	30.9
2578	2	.0	.0	30.9
2579	1	.0	.0	30.9
2580	3	.1	.1	31.0
2581	1	.0	.0	31.0
2582	1	.0	.0	31.0
2583	4	.1	.1	31.1
2584	6	.1	.1	31.2
2585	1	.0	.0	31.3
2587	1	.0	.0	31.3
2590	2	.0	.0	31.3
2591	2	.0	.0	31.4
2592	1	.0	.0	31.4
2593	2	.0	.0	31.4
2594	1	.0	.0	31.4
2595	1	.0	.0	31.5
2596	1	.0	.0	31.5
2597	1	.0	.0	31.5
2598	1	.0	.0	31.5
2599	1	.0	.0	31.5
2600	83	1.5	1.6	33.2
2601	1	.0	.0	33.2
2603	1	.0	.0	33.2
2604	1	.0	.0	33.2
2605	1	.0	.0	33.2
2609	1	.0	.0	33.3
2610	2	.0	.0	33.3
2612	1	.0	.0	33.3
2614	1	.0	.0	33.3
2616	2	.0	.0	33.4
2618	1	.0	.0	33.4
2619	3	.1	.1	33.5
2620	2	.0	.0	33.5
2621	2	.0	.0	33.5
2622	5	.1	.1	33.6
2626	1	.0	.0	33.6
2627	1	.0	.0	33.7
2629	2	.0	.0	33.7
2630	22	.4	.4	34.1
2631	1	.0	.0	34.2
2633	1	.0	.0	34.2
2634	2	.0	.0	34.2
2636	1	.0	.0	34.2
2637	1	.0	.0	34.3
2638	1	.0	.0	34.3
2639	1	.0	.0	34.3
2640	2	.0	.0	34.3
2641	1	.0	.0	34.3
2642	1	.0	.0	34.4
2643	8	.1	.2	34.5
2645	2	.0	.0	34.6
2647	1	.0	.0	34.6
2649	2	.0	.0	34.6
2650	10	.2	.2	34.8
2652	1	.0	.0	34.8
2653	1	.0	.0	34.9
2654	2	.0	.0	34.9
2655	2	.0	.0	34.9
2656	1	.0	.0	35.0
2657	1	.0	.0	35.0
2658	14	.3	.3	35.2

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2659	15	.3	.3	35.5
2660	4	.1	.1	35.6
2662	4	.1	.1	35.7
2663	33	.6	.6	36.3
2664	2	.0	.0	36.4
2665	1	.0	.0	36.4
2666	1	.0	.0	36.4
2667	3	.1	.1	36.5
2668	4	.1	.1	36.6
2669	3	.1	.1	36.6
2670	4	.1	.1	36.7
2671	1	.0	.0	36.7
2672	5	.1	.1	36.8
2673	1	.0	.0	36.8
2674	2	.0	.0	36.9
2675	2	.0	.0	36.9
2676	2	.0	.0	36.9
2678	1	.0	.0	37.0
2680	3	.1	.1	37.0
2681	1	.0	.0	37.0
2683	1	.0	.0	37.1
2684	1	.0	.0	37.1
2685	11	.2	.2	37.3
2687	1	.0	.0	37.3
2689	1	.0	.0	37.3
2690	1	.0	.0	37.4
2691	1	.0	.0	37.4
2692	2	.0	.0	37.4
2694	1	.0	.0	37.4
2695	1	.0	.0	37.5
2696	2	.0	.0	37.5
2697	1	.0	.0	37.5
2698	1	.0	.0	37.5
2699	2	.0	.0	37.6
2700	74	1.3	1.4	39.0
2703	2	.0	.0	39.1
2704	2	.0	.0	39.1
2708	3	.1	.1	39.2
2709	1	.0	.0	39.2
2711	1	.0	.0	39.2
2713	4	.1	.1	39.3
2714	7	.1	.1	39.4
2717	1	.0	.0	39.4
2720	4	.1	.1	39.5
2721	2	.0	.0	39.5
2723	1	.0	.0	39.6
2724	1	.0	.0	39.6
2730	2	.0	.0	39.6
2735	1	.0	.0	39.6
2737	3	.1	.1	39.7
2738	2	.0	.0	39.7
2739	2	.0	.0	39.8
2740	3	.1	.1	39.8
2741	2	.0	.0	39.9
2742	1	.0	.0	39.9
2743	2	.0	.0	39.9
2744	1	.0	.0	40.0
2745	1	.0	.0	40.0
2746	1	.0	.0	40.0
2748	1	.0	.0	40.0
2749	2	.0	.0	40.1

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2750	11	.2	.2	40.3
2752	2	.0	.0	40.3
2753	8	.1	.2	40.5
2754	42	.8	.8	41.3
2755	3	.1	.1	41.3
2756	1	.0	.0	41.4
2757	2	.0	.0	41.4
2758	2	.0	.0	41.4
2759	3	.1	.1	41.5
2760	2	.0	.0	41.5
2761	5	.1	.1	41.6
2762	2	.0	.0	41.7
2763	1	.0	.0	41.7
2764	1	.0	.0	41.7
2765	1	.0	.0	41.7
2767	2	.0	.0	41.8
2768	3	.1	.1	41.8
2770	2	.0	.0	41.9
2771	1	.0	.0	41.9
2772	2	.0	.0	41.9
2773	4	.1	.1	42.0
2774	1	.0	.0	42.0
2775	2	.0	.0	42.1
2776	4	.1	.1	42.1
2777	6	.1	.1	42.3
2778	1	.0	.0	42.3
2779	3	.1	.1	42.3
2780	1	.0	.0	42.4
2781	2	.0	.0	42.4
2783	1	.0	.0	42.4
2784	1	.0	.0	42.4
2785	2	.0	.0	42.5
2786	2	.0	.0	42.5
2787	2	.0	.0	42.6
2790	2	.0	.0	42.6
2793	1	.0	.0	42.6
2795	3	.1	.1	42.7
2796	2	.0	.0	42.7
2797	2	.0	.0	42.8
2799	1	.0	.0	42.8
2800	95	1.7	1.9	44.6
2801	2	.0	.0	44.7
2802	1	.0	.0	44.7
2803	1	.0	.0	44.7
2805	2	.0	.0	44.7
2808	3	.1	.1	44.8
2809	2	.0	.0	44.8
2811	1	.0	.0	44.9
2812	1	.0	.0	44.9
2813	1	.0	.0	44.9
2815	1	.0	.0	44.9
2818	2	.0	.0	45.0
2819	1	.0	.0	45.0
2821	1	.0	.0	45.0
2823	2	.0	.0	45.0
2825	1	.0	.0	45.1
2828	1	.0	.0	45.1
2829	1	.0	.0	45.1
2830	1	.0	.0	45.1
2832	4	.1	.1	45.2
2837	2	.0	.0	45.2

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2839	1	.0	.0	45.3
2840	3	.1	.1	45.3
2842	1	.0	.0	45.3
2844	3	.1	.1	45.4
2846	2	.0	.0	45.4
2847	1	.0	.0	45.4
2848	1	.0	.0	45.5
2849	1	.0	.0	45.5
2850	6	.1	.1	45.6
2853	2	.0	.0	45.6
2856	2	.0	.0	45.7
2857	2	.0	.0	45.7
2858	1	.0	.0	45.7
2860	5	.1	.1	45.8
2861	11	.2	.2	46.1
2862	1	.0	.0	46.1
2864	5	.1	.1	46.2
2865	5	.1	.1	46.3
2867	1	.0	.0	46.3
2869	5	.1	.1	46.4
2870	2	.0	.0	46.4
2871	4	.1	.1	46.5
2873	2	.0	.0	46.5
2874	5	.1	.1	46.6
2875	2	.0	.0	46.7
2876	1	.0	.0	46.7
2879	1	.0	.0	46.7
2880	3	.1	.1	46.8
2881	1	.0	.0	46.8
2882	1	.0	.0	46.8
2884	1	.0	.0	46.8
2886	2	.0	.0	46.9
2887	1	.0	.0	46.9
2888	1	.0	.0	46.9
2889	4	.1	.1	47.0
2890	4	.1	.1	47.1
2891	2	.0	.0	47.1
2892	2	.0	.0	47.1
2893	1	.0	.0	47.2
2895	1	.0	.0	47.2
2896	5	.1	.1	47.3
2897	3	.1	.1	47.3
2898	2	.0	.0	47.4
2900	87	1.6	1.7	49.1
2901	1	.0	.0	49.1
2903	2	.0	.0	49.1
2906	3	.1	.1	49.2
2907	1	.0	.0	49.2
2909	2	.0	.0	49.3
2910	4	.1	.1	49.3
2912	1	.0	.0	49.4
2914	2	.0	.0	49.4
2915	7	.1	.1	49.5
2918	1	.0	.0	49.6
2920	3	.1	.1	49.6
2922	2	.0	.0	49.6
2924	1	.0	.0	49.7
2925	2	.0	.0	49.7
2927	3	.1	.1	49.8
2928	8	.1	.2	49.9
2929	1	.0	.0	49.9

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2930	2	.0	.0	50.0
2932	1	.0	.0	50.0
2933	1	.0	.0	50.0
2934	3	.1	.1	50.1
2935	2	.0	.0	50.1
2936	3	.1	.1	50.2
2937	3	.1	.1	50.2
2940	4	.1	.1	50.3
2941	1	.0	.0	50.3
2942	2	.0	.0	50.4
2944	1	.0	.0	50.4
2946	2	.0	.0	50.4
2947	1	.0	.0	50.4
2950	12	.2	.2	50.7
2952	1	.0	.0	50.7
2953	1	.0	.0	50.7
2955	1	.0	.0	50.7
2956	6	.1	.1	50.9
2958	1	.0	.0	50.9
2959	1	.0	.0	50.9
2960	4	.1	.1	51.0
2962	1	.0	.0	51.0
2964	18	.3	.4	51.3
2965	2	.0	.0	51.4
2966	1	.0	.0	51.4
2967	2	.0	.0	51.4
2968	1	.0	.0	51.5
2970	3	.1	.1	51.5
2971	2	.0	.0	51.6
2972	2	.0	.0	51.6
2973	18	.3	.4	52.0
2974	2	.0	.0	52.0
2975	2	.0	.0	52.0
2976	2	.0	.0	52.1
2977	1	.0	.0	52.1
2978	3	.1	.1	52.1
2980	1	.0	.0	52.2
2981	9	.2	.2	52.3
2983	1	.0	.0	52.4
2984	1	.0	.0	52.4
2985	3	.1	.1	52.4
2986	5	.1	.1	52.5
2987	2	.0	.0	52.6
2988	2	.0	.0	52.6
2989	1	.0	.0	52.6
2990	8	.1	.2	52.8
2991	3	.1	.1	52.9
2993	1	.0	.0	52.9
2995	1	.0	.0	52.9
2996	1	.0	.0	52.9
2997	2	.0	.0	53.0
2998	4	.1	.1	53.0
2999	3	.1	.1	53.1
3000	203	3.7	4.0	57.1
3005	3	.1	.1	57.1
3006	5	.1	.1	57.2
3007	1	.0	.0	57.2
3008	2	.0	.0	57.3
3011	1	.0	.0	57.3
3012	4	.1	.1	57.4
3014	2	.0	.0	57.4

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3016	1	.0	.0	57.4
3018	2	.0	.0	57.5
3019	6	.1	.1	57.6
3020	2	.0	.0	57.6
3021	1	.0	.0	57.6
3023	1	.0	.0	57.7
3024	6	.1	.1	57.8
3025	5	.1	.1	57.9
3026	1	.0	.0	57.9
3027	1	.0	.0	57.9
3028	3	.1	.1	58.0
3030	3	.1	.1	58.0
3031	1	.0	.0	58.1
3032	4	.1	.1	58.1
3033	8	.1	.2	58.3
3034	4	.1	.1	58.4
3035	1	.0	.0	58.4
3037	3	.1	.1	58.4
3038	1	.0	.0	58.5
3039	2	.0	.0	58.5
3040	7	.1	.1	58.6
3041	5	.1	.1	58.7
3042	10	.2	.2	58.9
3043	7	.1	.1	59.1
3044	1	.0	.0	59.1
3045	1	.0	.0	59.1
3046	1	.0	.0	59.1
3047	1	.0	.0	59.1
3048	10	.2	.2	59.3
3049	10	.2	.2	59.5
3050	6	.1	.1	59.7
3052	3	.1	.1	59.7
3053	1	.0	.0	59.7
3054	2	.0	.0	59.8
3055	3	.1	.1	59.8
3057	1	.0	.0	59.8
3058	5	.1	.1	59.9
3059	2	.0	.0	60.0
3060	1	.0	.0	60.0
3061	15	.3	.3	60.3
3062	3	.1	.1	60.4
3063	1	.0	.0	60.4
3064	2	.0	.0	60.4
3065	4	.1	.1	60.5
3066	3	.1	.1	60.6
3067	2	.0	.0	60.6
3068	1	.0	.0	60.6
3069	3	.1	.1	60.7
3070	4	.1	.1	60.7
3071	2	.0	.0	60.8
3072	3	.1	.1	60.8
3073	4	.1	.1	60.9
3074	4	.1	.1	61.0
3075	5	.1	.1	61.1
3077	1	.0	.0	61.1
3079	5	.1	.1	61.2
3080	23	.4	.4	61.7
3081	3	.1	.1	61.7
3085	2	.0	.0	61.8
3087	3	.1	.1	61.8
3088	1	.0	.0	61.8

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3089	1	.0	.0	61.9
3090	2	.0	.0	61.9
3094	1	.0	.0	61.9
3095	2	.0	.0	62.0
3096	5	.1	.1	62.1
3097	2	.0	.0	62.1
3098	1	.0	.0	62.1
3100	100	1.8	2.0	64.1
3101	2	.0	.0	64.1
3102	2	.0	.0	64.1
3103	1	.0	.0	64.2
3104	2	.0	.0	64.2
3105	3	.1	.1	64.3
3106	8	.1	.2	64.4
3107	6	.1	.1	64.5
3108	1	.0	.0	64.6
3109	1	.0	.0	64.6
3110	2	.0	.0	64.6
3112	3	.1	.1	64.7
3114	2	.0	.0	64.7
3115	2	.0	.0	64.8
3116	2	.0	.0	64.8
3117	1	.0	.0	64.8
3120	4	.1	.1	64.9
3123	4	.1	.1	65.0
3124	3	.1	.1	65.0
3125	3	.1	.1	65.1
3127	2	.0	.0	65.1
3128	3	.1	.1	65.2
3129	1	.0	.0	65.2
3130	3	.1	.1	65.3
3133	3	.1	.1	65.3
3134	6	.1	.1	65.4
3135	1	.0	.0	65.5
3136	5	.1	.1	65.6
3137	8	.1	.2	65.7
3138	1	.0	.0	65.7
3139	1	.0	.0	65.7
3140	2	.0	.0	65.8
3142	2	.0	.0	65.8
3144	3	.1	.1	65.9
3145	2	.0	.0	65.9
3146	3	.1	.1	66.0
3147	1	.0	.0	66.0
3148	4	.1	.1	66.1
3149	4	.1	.1	66.2
3150	15	.3	.3	66.5
3151	1	.0	.0	66.5
3152	2	.0	.0	66.5
3153	2	.0	.0	66.5
3154	5	.1	.1	66.6
3155	1	.0	.0	66.7
3157	7	.1	.1	66.8
3158	27	.5	.5	67.3
3159	3	.1	.1	67.4
3160	5	.1	.1	67.5
3161	1	.0	.0	67.5
3162	2	.0	.0	67.5
3163	1	.0	.0	67.6
3164	2	.0	.0	67.6
3165	1	.0	.0	67.6

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3166	2	.0	.0	67.7
3167	2	.0	.0	67.7
3168	2	.0	.0	67.7
3170	11	.2	.2	68.0
3171	25	.5	.5	68.4
3172	3	.1	.1	68.5
3173	4	.1	.1	68.6
3174	2	.0	.0	68.6
3176	5	.1	.1	68.7
3179	3	.1	.1	68.8
3180	4	.1	.1	68.9
3181	1	.0	.0	68.9
3182	1	.0	.0	68.9
3183	1	.0	.0	68.9
3184	3	.1	.1	69.0
3185	2	.0	.0	69.0
3186	3	.1	.1	69.1
3187	1	.0	.0	69.1
3188	1	.0	.0	69.1
3190	4	.1	.1	69.2
3191	1	.0	.0	69.2
3192	4	.1	.1	69.3
3193	1	.0	.0	69.3
3194	2	.0	.0	69.3
3195	2	.0	.0	69.4
3196	5	.1	.1	69.5
3197	2	.0	.0	69.5
3198	2	.0	.0	69.6
3199	3	.1	.1	69.6
3200	104	1.9	2.0	71.6
3201	2	.0	.0	71.7
3202	1	.0	.0	71.7
3203	2	.0	.0	71.7
3204	1	.0	.0	71.8
3205	4	.1	.1	71.8
3206	1	.0	.0	71.9
3207	2	.0	.0	71.9
3209	1	.0	.0	71.9
3210	3	.1	.1	72.0
3211	3	.1	.1	72.0
3212	2	.0	.0	72.1
3213	1	.0	.0	72.1
3214	2	.0	.0	72.1
3215	2	.0	.0	72.2
3216	4	.1	.1	72.3
3217	3	.1	.1	72.3
3218	1	.0	.0	72.3
3220	4	.1	.1	72.4
3221	2	.0	.0	72.5
3222	4	.1	.1	72.5
3223	5	.1	.1	72.6
3224	10	.2	.2	72.8
3225	1	.0	.0	72.8
3226	1	.0	.0	72.9
3227	3	.1	.1	72.9
3229	2	.0	.0	73.0
3230	3	.1	.1	73.0
3232	2	.0	.0	73.1
3233	1	.0	.0	73.1
3234	1	.0	.0	73.1
3235	1	.0	.0	73.1

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3237	4	.1	.1	73.2
3238	1	.0	.0	73.2
3240	3	.1	1	73.3
3241	1	.0	.0	73.3
3242	2	.0	.0	73.3
3243	2	.0	.0	73.4
3245	2	.0	.0	73.4
3246	3	.1	.1	73.5
3247	4	.1	.1	73.5
3248	7	.1	.1	73.7
3249	13	.2	.3	73.9
3250	30	.5	.6	74.5
3251	3	.1	.1	74.6
3255	1	.0	.0	74.6
3256	1	.0	.0	74.6
3258	2	.0	.0	74.7
3259	2	.0	.0	74.7
3260	9	.2	.2	74.9
3261	1	.0	.0	74.9
3262	2	.0	.0	74.9
3263	1	.0	.0	75.0
3264	4	.1	.1	75.0
3266	1	.0	.0	75.0
3267	2	.0	.0	75.1
3268	1	.0	.0	75.1
3270	1	.0	.0	75.1
3271	3	.1	.1	75.2
3272	2	.0	.0	75.2
3274	3	.1	.1	75.3
3275	1	.0	.0	75.3
3276	4	.1	.1	75.4
3277	1	.0	.0	75.4
3278	1	.0	.0	75.4
3279	2	.0	.0	75.5
3280	4	.1	.1	75.5
3281	7	.1	.1	75.7
3282	4	.1	.1	75.8
3283	1	.0	.0	75.8
3286	6	.1	.1	75.9
3287	1	.0	.0	75.9
3290	1	.0	.0	75.9
3291	2	.0	.0	76.0
3292	2	.0	.0	76.0
3294	4	.1	.1	76.1
3298	2	.0	.0	76.1
3299	1	.0	.0	76.1
3300	74	1.3	1.4	77.6
3301	1	.0	.0	77.6
3303	3	.1	.1	77.7
3304	2	.0	.0	77.7
3305	1	.0	.0	77.7
3306	1	.0	.0	77.7
3307	4	.1	.1	77.8
3308	2	.0	.0	77.9
3309	4	.1	.1	77.9
3310	4	.1	.1	78.0
3312	8	.1	.2	78.2
3313	3	.1	.1	78.2
3314	2	.0	.0	78.3
3315	1	.0	.0	78.3
3316	2	.0	.0	78.3

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3317	1	.0	.0	78.4
3318	1	.0	.0	78.4
3319	3	.1	.1	78.4
3320	4	.1	.1	78.5
3321	1	.0	.0	78.5
3322	1	.0	.0	78.5
3323	1	.0	.0	78.6
3325	1	.0	.0	78.6
3327	2	.0	.0	78.6
3330	8	.1	.2	78.8
3332	1	.0	.0	78.8
3333	3	.1	.1	78.9
3334	5	.1	.1	79.0
3335	2	.0	.0	79.0
3336	3	.1	.1	79.1
3337	1	.0	.0	79.1
3338	1	.0	.0	79.1
3339	2	.0	.0	79.1
3340	8	.1	.2	79.3
3341	5	.1	.1	79.4
3343	3	.1	.1	79.4
3344	2	.0	.0	79.5
3346	3	.1	.1	79.5
3347	2	.0	.0	79.6
3348	1	.0	.0	79.6
3349	2	.0	.0	79.6
3350	5	.1	.1	79.7
3351	1	.0	.0	79.8
3352	1	.0	.0	79.8
3354	1	.0	.0	79.8
3355	1	.0	.0	79.8
3358	2	.0	.0	79.9
3359	1	.0	.0	79.9
3360	1	.0	.0	79.9
3362	4	.1	.1	80.0
3364	4	.1	.1	80.1
3365	1	.0	.0	80.1
3367	1	.0	.0	80.1
3369	1	.0	.0	80.1
3370	1	.0	.0	80.1
3372	2	.0	.0	80.2
3373	5	.1	.1	80.3
3374	1	.0	.0	80.3
3375	2	.0	.0	80.3
3376	4	.1	.1	80.4
3378	1	.0	.0	80.4
3379	1	.0	.0	80.4
3380	2	.0	.0	80.5
3381	1	.0	.0	80.5
3385	1	.0	.0	80.5
3386	1	.0	.0	80.5
3387	2	.0	.0	80.6
3388	1	.0	.0	80.6
3390	4	.1	.1	80.7
3391	4	.1	.1	80.8
3392	9	.2	.2	80.9
3393	1	.0	.0	80.9
3394	3	.1	.1	81.0
3396	2	.0	.0	81.0
3397	3	.1	.1	81.1
3400	50	.9	1.0	82.1

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3401	2	.0	.0	82.1
3402	2	.0	.0	82.2
3404	3	.1	.1	82.2
3405	1	.0	.0	82.2
3406	4	.1	.1	82.3
3408	1	.0	.0	82.3
3410	3	.1	.1	82.4
3413	2	.0	.0	82.4
3414	1	.0	.0	82.5
3415	3	.1	.1	82.5
3416	1	.0	.0	82.5
3417	1	.0	.0	82.6
3420	1	.0	.0	82.6
3421	3	.1	.1	82.6
3423	3	.1	.1	82.7
3424	3	.1	.1	82.7
3425	3	.1	.1	82.8
3428	2	.0	.0	82.8
3429	1	.0	.0	82.9
3431	5	.1	.1	83.0
3432	2	.0	.0	83.0
3434	1	.0	.0	83.0
3435	3	.1	.1	83.1
3436	1	.0	.0	83.1
3438	2	.0	.0	83.1
3439	1	.0	.0	83.2
3440	1	.0	.0	83.2
3441	3	.1	.1	83.2
3442	2	.0	.0	83.3
3443	1	.0	.0	83.3
3445	3	.1	.1	83.4
3446	3	.1	.1	83.4
3448	1	.0	.0	83.4
3449	1	.0	.0	83.5
3450	5	.1	.1	83.5
3451	1	.0	.0	83.6
3452	1	.0	.0	83.6
3453	3	.1	.1	83.6
3454	3	.1	.1	83.7
3456	2	.0	.0	83.7
3457	2	.0	.0	83.8
3458	1	.0	.0	83.8
3459	2	.0	.0	83.8
3460	5	.1	.1	83.9
3461	7	.1	.1	84.1
3462	1	.0	.0	84.1
3466	1	.0	.0	84.1
3467	3	.1	.1	84.2
3468	1	.0	.0	84.2
3469	1	.0	.0	84.2
3470	6	.1	.1	84.3
3472	3	.1	.1	84.4
3475	1	.0	.0	84.4
3476	3	.1	.1	84.5
3477	3	.1	.1	84.5
3479	1	.0	.0	84.5
3480	2	.0	.0	84.6
3482	1	.0	.0	84.6
3486	1	.0	.0	84.6
3492	1	.0	.0	84.6
3494	2	.0	.0	84.7

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3495	1	.0	.0	84.7
3497	2	.0	.0	84.7
3499	1	.0	.0	84.8
3500	63	1.1	1.2	86.0
3504	1	.0	.0	86.0
3506	1	.0	.0	86.0
3507	2	.0	.0	86.1
3509	1	.0	.0	86.1
3510	4	.1	.1	86.2
3511	3	.1	.1	86.2
3514	2	.0	.0	86.3
3515	1	.0	.0	86.3
3517	2	.0	.0	86.3
3518	3	.1	.1	86.4
3520	6	.1	.1	86.5
3521	4	.1	.1	86.6
3522	1	.0	.0	86.6
3523	2	.0	.0	86.6
3524	2	.0	.0	86.7
3528	3	.1	.1	86.7
3529	9	.2	.2	86.9
3530	1	.0	.0	86.9
3533	1	.0	.0	86.9
3534	1	.0	.0	87.0
3536	1	.0	.0	87.0
3537	2	.0	.0	87.0
3538	1	.0	.0	87.0
3539	2	.0	.0	87.1
3540	2	.0	.0	87.1
3541	1	.0	.0	87.1
3542	2	.0	.0	87.2
3544	1	.0	.0	87.2
3546	2	.0	.0	87.2
3547	1	.0	.0	87.3
3550	5	.1	.1	87.4
3551	1	.0	.0	87.4
3553	5	.1	.1	87.5
3556	1	.0	.0	87.5
3558	3	.1	.1	87.6
3559	1	.0	.0	87.6
3560	3	.1	.1	87.6
3561	2	.0	.0	87.7
3562	1	.0	.0	87.7
3563	1	.0	.0	87.7
3565	3	.1	.1	87.8
3567	1	.0	.0	87.8
3568	2	.0	.0	87.8
3570	2	.0	.0	87.9
3571	2	.0	.0	87.9
3572	4	.1	.1	78.0
3574	1	.0	.0	88.0
3575	2	.0	.0	88.0
3578	1	.0	.0	88.1
3579	1	.0	.0	88.1
3580	2	.0	.0	88.1
3581	2	.0	.0	88.2
3583	1	.0	.0	88.2
3584	1	.0	.0	88.2
3585	9	.2	.2	88.4
3587	1	.0	.0	88.4
3588	1	.0	.0	88.4

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3589	2	.0	.0	88.5
3590	2	.0	.0	88.5
3591	1	.0	.0	88.5
3592	1	.0	.0	88.5
3596	3	.1	.1	88.6
3598	2	.0	.0	88.6
3600	51	.9	1.0	89.6
3601	1	.0	.0	89.6
3605	1	.0	.0	89.7
3606	1	.0	.0	89.7
3609	2	.0	.0	89.7
3610	1	.0	.0	89.7
3612	1	.0	.0	89.8
3614	1	.0	.0	89.8
3616	1	.0	.0	89.8
3620	1	.0	.0	89.8
3625	2	.0	.0	89.9
3628	1	.0	.0	89.9
3629	2	.0	.0	89.9
3630	3	.1	.1	90.0
3631	2	.0	.0	90.0
3638	2	.0	.0	90.1
3643	1	.0	.0	90.1
3644	1	.0	.0	90.1
3645	2	.0	.0	90.1
3646	1	.0	.0	90.2
3650	4	.1	.1	90.2
3653	4	.1	.1	90.3
3655	3	.1	.1	90.4
3656	1	.0	.0	90.4
3657	1	.0	.0	90.4
3659	1	.0	.0	90.4
3660	2	.0	.0	90.5
3662	2	.0	.0	90.5
3663	2	.0	.0	90.5
3665	2	.0	.0	90.6
3666	2	.0	.0	90.6
3667	1	.0	.0	90.6
3668	2	.0	.0	90.7
3669	2	.0	.0	90.7
3670	1	.0	.0	90.7
3675	2	.0	.0	90.8
3677	1	.0	.0	90.8
3680	4	.1	.1	90.9
3681	4	.1	.1	91.0
3682	2	.0	.0	91.0
3684	2	.0	.0	91.0
3685	2	.0	.0	91.1
3687	1	.0	.0	91.1
3689	1	.0	.0	91.1
3690	1	.0	.0	91.1
3691	1	.0	.0	91.1
3692	1	.0	.0	91.2
3694	2	.0	.0	91.2
3695	1	.0	.0	91.2
3697	2	.0	.0	91.3
3699	2	.0	.0	91.3
3700	28	.5	.5	91.9
3705	1	.0	.0	91.9
3710	1	.0	.0	91.9
3720	1	.0	.0	91.9

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
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3721	1	.0	.0	91.9
3725	1	.0	.0	91.9
3727	1	.0	.0	92.0
3728	2	.0	.0	92.0
3730	4	.1	.1	92.1
3732	1	.0	.0	92.1
3733	2	.0	.0	92.1
3735	1	.0	.0	92.2
3736	1	.0	.0	92.2
3738	1	.0	.0	92.2
3739	2	.0	.0	92.2
3740	2	.0	.0	92.3
3741	1	.0	.0	92.3
3744	1	.0	.0	92.3
3746	1	.0	.0	92.3
3748	2	.0	.0	92.4
3750	5	.1	.1	92.5
3755	1	.0	.0	92.5
3759	2	.0	.0	92.5
3760	2	.0	.0	92.6
3763	1	.0	.0	92.6
3764	1	.0	.0	92.6
3769	1	.0	.0	92.6
3770	1	.0	.0	92.7
3771	1	.0	.0	92.7
3772	1	.0	.0	92.7
3778	1	.0	.0	92.7
3781	1	.0	.0	92.7
3782	1	.0	.0	92.8
3785	2	.0	.0	92.8
3787	1	.0	.0	92.8
3790	1	.0	.0	92.8
3791	1	.0	.0	92.8
3793	1	.0	.0	92.9
3798	2	.0	.0	92.9
3800	26	.5	.5	93.4
3803	3	.1	.1	93.5
3805	1	.0	.0	93.5
3808	2	.0	.0	93.5
3809	1	.0	.0	93.6
3810	1	.0	.0	93.6
3814	1	.0	.0	93.6
3817	3	.1	.1	93.6
3818	1	.0	.0	93.7
3820	1	.0	.0	93.7
3821	3	.1	.1	93.7
3824	3	.1	.1	93.8
3825	1	.0	.0	93.8
3826	1	.0	.0	93.8
3829	1	.0	.0	93.9
3830	1	.0	.0	93.9
3831	1	.0	.0	93.9
3838	2	.0	.0	93.9
3839	1	.0	.0	94.0
3840	2	.0	.0	94.0
3841	1	.0	.0	94.0
3842	1	.0	.0	94.0
3843	1	.0	.0	94.1
3846	1	.0	.0	94.1
3848	1	.0	.0	94.1
3854	1	.0	.0	94.1

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3855	1	.0	.0	94.1
3861	1	.0	.0	94.2
3869	1	.0	.0	94.2
3871	1	.0	.0	94.2
3874	1	.0	.0	94.2
3876	1	.0	.0	94.2
3877	2	.0	.0	94.3
3880	2	.0	.0	94.3
3888	1	.0	.0	94.3
3895	2	.0	.0	94.4
3899	4	.1	.1	94.5
3900	18	.3	.4	94.8
3901	2	.0	.0	94.8
3903	1	.0	.0	94.9
3905	3	.1	.1	94.9
3906	1	.0	.0	94.9
3908	1	.0	.0	95.0
3909	1	.0	.0	95.0
3910	1	.0	.0	95.0
3917	1	.0	.0	95.0
3918	1	.0	.0	95.0
3920	1	.0	.0	95.1
3922	1	.0	.0	95.1
3923	1	.0	.0	95.1
3926	1	.0	.0	95.1
3931	1	.0	.0	95.1
3932	1	.0	.0	95.2
3934	1	.0	.0	95.2
3936	2	.0	.0	95.2
3937	1	.0	.0	95.2
3940	2	.0	.0	95.3
3942	1	.0	.0	95.3
3948	1	.0	.0	95.3
3950	2	.0	.0	95.3
3958	1	.0	.0	95.4
3963	1	.0	.0	95.4
3965	3	.1	.1	95.4
3969	1	.0	.0	95.5
3973	1	.0	.0	95.5
3974	3	.1	.1	95.5
3976	2	.0	.0	95.6
3977	1	.0	.0	95.6
3981	1	.0	.0	95.6
3982	2	.0	.0	95.7
3986	2	.0	.0	95.7
3990	1	.0	.0	95.7
3992	2	.0	.0	95.8
3993	1	.0	.0	95.8
3995	1	.0	.0	95.8
4000	24	.4	.5	96.3
4002	2	.0	.0	96.3
4006	1	.0	.0	96.3
4011	1	.0	.0	96.3
4013	1	.0	.0	96.4
4017	1	.0	.0	96.4
4019	1	.0	.0	96.4
4020	1	.0	.0	96.4
4025	3	.1	.1	96.5
4027	3	.1	.1	96.5
4028	1	.0	.0	96.6
4029	1	.0	.0	96.6

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4031	1	.0	.0	96.6
4033	1	.0	.0	96.6
4034	1	.0	.0	96.6
4038	1	.0	.0	96.7
4039	1	.0	.0	96.7
4042	3	.1	.1	96.7
4050	2	.0	.0	96.8
4052	2	.0	.0	96.8
4057	1	.0	.0	96.8
4058	1	.0	.0	96.9
4068	1	.0	.0	96.9
4073	1	.0	.0	96.9
4074	1	.0	.0	96.9
4077	1	.0	.0	96.9
4079	1	.0	.0	97.0
4083	1	.0	.0	97.0
4085	1	.0	.0	97.0
4089	1	.0	.0	97.0
4097	1	.0	.0	97.0
4100	9	.2	.2	97.2
4102	1	.0	.0	97.2
4107	1	.0	.0	97.2
4114	1	.0	.0	97.3
4115	1	.0	.0	97.3
4133	1	.0	.0	97.3
4134	1	.0	.0	97.3
4138	1	.0	.0	97.3
4141	1	.0	.0	97.4
4143	1	.0	.0	97.4
4159	1	.0	.0	97.4
4160	1	.0	.0	97.4
4169	1	.0	.0	97.4
4175	1	.0	.0	97.5
4179	1	.0	.0	97.5
4180	2	.0	.0	97.5
4185	1	.0	.0	97.5
4186	1	.0	.0	97.6
4200	11	.2	.2	97.8
4203	1	.0	.0	97.8
4218	1	.0	.0	97.8
4220	1	.0	.0	97.8
4233	1	.0	.0	97.9
4235	1	.0	.0	97.9
4240	1	.0	.0	97.9
4243	1	.0	.0	97.9
4260	1	.0	.0	97.9
4273	1	.0	.0	97.9
4293	1	.0	.0	98.0
4300	4	.1	.1	98.0
4330	1	.0	.0	98.1
4339	1	.0	.0	98.1
4347	1	.0	.0	98.1
4349	2	.0	.0	98.1
4352	1	.0	.0	98.2
4374	1	.0	.0	98.2
4376	1	.0	.0	98.2
4384	1	.0	.0	98.2
4392	1	.0	.0	98.2
4398	1	.0	.0	98.3
4400	2	.0	.0	98.3
4408	1	.0	.0	98.3

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4467	1	.0	.0	98.3
4493	1	.0	.0	98.4
4500	4	.1	.1	98.4
4521	1	.0	.0	98.5
4530	1	.0	.0	98.5
4540	1	.0	.0	98.5
4553	1	.0	.0	98.5
4557	1	.0	.0	98.5
4565	1	.0	.0	98.6
4570	1	.0	.0	98.6
4600	3	.1	.1	98.6
4602	1	.0	.0	98.7
4610	1	.0	.0	98.7
4616	1	.0	.0	98.7
4620	1	.0	.0	98.7
4636	1	.0	.0	98.7
4659	1	.0	.0	98.7
4663	1	.0	.0	98.8
4677	1	.0	.0	98.8
4681	1	.0	.0	98.8
4689	1	.0	.0	98.8
4690	1	.0	.0	98.8
4700	1	.0	.0	98.9
4744	1	.0	.0	98.9
4750	2	.0	.0	98.9
4769	1	.0	.0	98.9
4797	1	.0	.0	99.0
4800	1	.0	.0	99.0
4811	1	.0	.0	99.0
4840	1	.0	.0	99.0
4900	2	.0	.0	99.1
4962	1	.0	.0	99.1
5000	6	.1	.1	99.2
5068	1	.0	.0	99.2
5100	1	.0	.0	99.2
5125	1	.0	.0	99.3
5136	1	.0	.0	99.3
5166	1	.0	.0	99.3
5190	1	.0	.0	99.3
5200	1	.0	.0	99.3
5244	1	.0	.0	99.4
5250	1	.0	.0	99.4
5280	1	.0	.0	99.4
5286	1	.0	.0	99.4
5300	1	.0	.C	99.4
5328	1	.0	.0	99.5
5354	1	.0	.0	99.5
5383	1	.0	.0	99.5
5418	1	.0	.0	99.5
5500	3	.1	.1	99.6
5508	1	.0	.0	99.6
5600	1	.0	.0	99.6
5962	1	.0	.0	99.6
6000	5	.1	.1	99.7
6028	1	.0	.0	99.7
6237	1	.0	.0	99.8
6317	1	.0	.0	99.8
6400	1	.0	.0	99.8
6464	1	.0	.0	99.8
6500	1	.0	.0	99.8
6700	1	.0	.0	99.9

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	7000	1	.0	.0	99.9
	7100	1	.0	.0	99.9
	7274	1	.0	.0	99.9
	7300	1	.0	.0	99.9
	7900	1	.0	.0	100.0
	7942	1	.0	.0	100.0
	8000	1	.0	.0	100.0
	.	435	7.8	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   5118   Missing cases   435

- -

P5Q30
Col Position/Length: 55-56,2

FAMMON89   1988 INCOME BEFORE TAXES IN THOUSANDS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	8	.1	.2	.2
	1	1	.0	.0	.2
	2	8	.1	.2	.3
	3	13	.2	.2	.6
	4	5	.1	.1	.7
	5	7	.1	.1	.8
	6	13	.2	.2	1.0
	7	8	.1	.2	1.2
	8	6	.1	.1	1.3
	9	10	.2	.2	1.5
	10	16	.3	.3	1.8
	11	6	.1	.1	1.9
	12	34	.6	.6	2.6
	13	6	.1	.1	2.7
	14	8	.1	.2	2.8
	15	54	1.0	1.0	3.9
	16	62	1.1	1.2	5.0
	17	66	1.2	1.3	6.3
	18	76	1.4	1.4	7.7
	19	46	.8	.9	8.6
	20	154	2.8	2.9	11.5
	21	81	1.5	1.5	13.1
	22	112	2.0	2.1	15.2
	23	86	1.5	1.6	16.8
	24	175	3.2	3.3	20.2
	25	214	3.9	4.1	24.2
	26	128	2.3	2.4	26.7
	27	138	2.5	2.6	29.3
	28	220	4.0	4.2	33.5
	29	146	2.6	2.8	36.2
	30	385	6.9	7.3	43.5
	31	111	2.0	2.1	45.7
	32	185	3.3	3.5	49.2
	33	114	2.1	2.2	51.3
	34	125	2.3	2.4	53.7
	35	249	4.5	4.7	58.4
	36	216	3.9	4.1	62.5
	37	92	1.7	1.7	64.3
	38	136	2.4	2.6	66.9
	39	63	1.1	1.2	68.1

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40	243	4.4	4.6	72.7
41	42	.8	.8	73.5
42	101	1.8	1.9	75.4
43	47	.8	.9	76.3
44	54	1.0	1.0	77.3
45	150	2.7	2.9	80.2
46	32	.6	.6	80.8
47	36	.6	.7	81.5
48	72	1.3	1.4	82.8
49	21	.4	.4	83.2
50	173	3.1	3.3	86.5
51	15	.3	.3	86.8
52	42	.8	.8	87.6
53	21	.4	.4	88.0
54	19	.3	.4	88.4
55	57	1.0	1.1	89.5
56	29	.5	.6	90.0
57	16	.3	.3	90.3
58	22	.4	.4	90.7
59	8	.1	.2	90.9
60	109	2.0	2.1	93.0
61	7	.1	.1	93.1
62	23	.4	.4	93.5
63	12	.2	.2	93.7
64	17	.3	.3	94.1
65	41	.7	.8	94.9
66	9	.2	.2	95.0
67	7	.1	.1	95.2
68	15	.3	.3	95.4
69	6	.1	.1	95.6
70	62	1.1	1.2	96.7
71	5	.1	.1	96.8
72	19	.3	.4	97.2
73	5	.1	.1	97.3
74	5	.1	.1	97.4
75	33	.6	.6	98.0
76	8	.1	.2	98.2
77	2	.0	.0	98.2
78	4	.1	.1	98.3
79	1	.0	.0	98.3
80	15	.3	.3	98.6
81	1	.0	.0	98.6
82	4	.1	.1	98.7
83	2	.0	.0	98.7
84	3	.1	.1	98.8
85	8	.1	.2	98.9
86	1	.0	.0	98.9
87	1	.0	.0	99.0
88	4	.1	.1	99.0
89	5	.1	.1	99.1
90	9	.2	.2	99.3
93	1	.0	.0	99.3
94	2	.0	.0	99.4
95	4	.1	.1	99.4
96	2	.0	.0	99.5
98	1	.0	.0	99.5
$99,000 OR MORE	99	27	.5	.5	100.0
.	290	5.2	Missing	
	--------	--------	--------	
Total	5553	100.0	100.0	

Valid cases   5263   Missing cases   290

APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

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P601
Col Position/Length: 57,1

SUPLDR89   SUPERVISORS LEADERSHIP EFFECTIVENESS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	1535	27.6	27.9	27.9
GOOD	2	2173	39.1	39.5	67.3
FAIR	3	1140	20.5	20.7	88.0
POOR	4	474	8.5	8.6	96.6
VERY POOR	5	186	3.3	3.4	100.0
	.	45	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5508   Missing cases   45

- -

P602
Col Position/Length: 58,1

SUPSUB89   RECOGNIZING-REWARDING SUBORDINATES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	1315	23.7	23.9	23.9
GOOD	2	1921	34.6	34.9	58.8
FAIR	3	1323	23.8	24.1	82.9
POOR	4	665	12.0	12.1	95.0
VERY POOR	5	276	5.0	5.0	100.0
	.	53	1.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5500   Missing cases   53

- -

P603
Col Position/Length: 59,1

SUPTEC89   RATER TECHNICAL COMPETENCE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	2203	39.7	40.1	40.1
GOOD	2	2116	38.1	38.5	78.6
FAIR	3	833	15.0	15.2	93.8
POOR	4	245	4.4	4.5	98.3
VERY POOR	5	95	1.7	1.7	100.0
	.	61	1.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5492   Missing cases   61

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APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P604
Col Position/Length: 60,1

OPPLRN89 OPPORTUNITY TO DEVELOP CAREER SKILLS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	2158	38.9	39.2	39.2
GOOD	2	2000	36.0	36.3	75.5
FAIR	3	867	15.6	15.7	91.2
POOR	4	347	6.2	6.3	97.5
VERY POOR	5	137	2.5	2.5	100.0
	.	44	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5509   Missing cases   44

- -

P605
Col Position/Length: 61,1
OPPWRK89 OPPORTUNITY TO DO INTERESTING WORK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	1900	34.2	34.6	34.6
GOOD	2	1961	35.3	35.7	70.2
FAIR	3	1028	18.5	18.7	88.9
POOR	4	415	7.5	7.5	96.5
VERY POOR	5	195	3.5	3.5	100.0
	.	54	1.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5499   Missing cases   54

- -

P606
Col Position/Length: 62,1

OPPACT89 OPPORTUNITY TO EXERCISE INITIATIVE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY GOOD	1	2130	38.4	38.8	38.8
GOOD	2	1708	30.8	31.1	69.9
FAIR	3	1004	18.1	18.3	88.1
POOR	4	454	8.2	8.3	96.4
VERY POOR	5	198	3.6	3.6	100.0
	.	59	1.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5494   Missing cases   59

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APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P607
Col Position/Length: 63,1

CURASG89   NATURE OF CURRENT DUTY ASSIGNMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLATOON LEADER	1	568	10.2	10.3	10.3
COMPANY XO	2	388	7.0	7.1	17.4
COMPANY COMMANDER	3	862	15.5	15.7	33.1
STAFF OFFICER	4	1777	32.0	32.4	65.5
SPECIAL BRANCH POS.	5	645	11.6	11.7	77.2
INSTRUCTOR	6	312	5.6	5.7	82.9
IN MIL. TRNG-SCHOOL	7	367	6.6	6.7	89.6
IN CIVILIAN SCHOOL	8	260	4.7	4.7	94.3
OTHER	9	311	5.6	5.7	100.0
	.	63	1.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5490   Missing cases   63

- -

P608
Col Position/Length: 64,1

PREASG89   NATURE OF PREVIOUS DUTY ASSIGNMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLATOON LEADER	1	877	15.8	16.4	16.4
COMPANY XO	2	427	7.7	8.0	24.4
COMPANY COMMANDER	3	840	15.1	15.7	40.1
STAFF OFFICER	4	1559	28.1	29.2	69.3
SPECIAL BRANCH POS.	5	503	9.1	9.4	78.7
INSTRUCTOR	6	105	1.9	2.0	80.6
IN MIL. TRNG-SCHOOL	7	771	13.9	14.4	95.0
IN CIVILIAN SCHOOL	8	116	2.1	2.2	97.2
OTHER	9	149	2.7	2.8	100.0
	.	206	3.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5347   Missing cases   206

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P609
Col Position/Length: 65-66,2

CURHRS89   CURRENT AVERAGE HOURS PER WEEK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	1	.0	.0	.0
	4	1	.0	.0	.0
	6	1	.0	.0	.1
	7	1	.0	.0	.1
	8	8	.1	.1	.2
	9	12	.2	.2	.4
	10	15	.3	.3	.7

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SURVEY CODEBOOK

11	4	.1	.1	.8
12	20	.4	.4	1.1
13	9	.2	.2	1.3
14	5	.1	.1	1.4
15	8	.1	.1	1.5
20	3	.1	.1	1.6
25	2	.0	.0	1.6
28	1	.0	.0	1.7
30	25	.5	.5	2.1
32	1	.0	.0	2.1
33	1	.0	.0	2.1
35	17	.3	.3	2.5
36	10	.2	.2	2.6
37	1	.0	.0	2.6
38	3	.1	.1	2.7
40	466	8.4	8.5	11.2
41	2	.0	.0	11.2
42	40	.7	.7	11.9
43	11	.2	.2	12.1
44	20	.4	.4	12.5
45	374	6.7	6.8	19.3
46	31	.6	.6	19.8
47	16	.3	.3	20.1
48	132	2.4	2.4	22.5
49	12	.2	.2	22.7
50	927	16.7	16.8	39.6
51	7	.1	.1	39.7
52	52	.9	.9	40.6
53	18	.3	.3	41.0
54	24	.4	.4	41.4
55	529	9.5	9.6	51.0
56	38	.7	.7	51.7
57	18	.3	.3	52.0
58	29	.5	.5	52.5
59	4	.1	.1	52.6
60	1220	22.0	22.1	74.8
61	5	.1	.1	74.8
62	37	.7	.7	75.5
63	16	.3	.3	75.8
64	29	.5	.5	76.3
65	412	7.4	7.5	83.8
66	13	.2	.2	84.0
67	6	.1	.1	84.2
68	37	.7	.7	84.8
69	6	.1	.1	84.9
70	371	6.7	6.7	91.7
71	2	.0	.0	91.7
72	63	1.1	1.1	92.8
73	3	.1	.1	92.9
74	2	.0	.0	92.9
75	115	2.1	2.1	95.0
76	2	.0	.0	95.1
77	1	.0	.0	95.1
78	16	.3	.3	95.4
79	2	.0	.0	95.4
80	125	2.3	2.3	97.7
81	2	.0	.0	97.7
82	4	.1	.1	97.8
84	23	.4	.4	98.2
85	13	.2	.2	98.4
87	1	.0	.0	98.5

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
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88	2	.0	.0	98.5
90	22	.4	.4	98.9
91	4	.1	.1	99.0
95	6	.1	.1	99.1
96	6	.1	.1	99.2
97	1	.0	.0	99.2
98	6	.1	.1	99.3
99	38	.7	.7	100.0
.	43	.8	Missing	
Total	5553	100.0	100.0	

Valid cases   5510   Missing cases   43

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P6Q10
Col Position/Length: 67-68,2

PREFHR89   PREFERRED AVERAGE HOURS PER WEEK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	24	.4	.4	.4
	4	2	.0	.0	.5
	8	14	.3	.3	.7
	9	7	.1	.1	.9
	10	25	.5	.5	1.3
	11	3	.1	.1	1.4
	12	7	.1	.1	1.5
	13	2	.0	.0	1.5
	20	9	.2	.2	1.7
	25	5	.1	.1	1.8
	30	31	.6	.6	2.4
	32	6	.1	.1	2.5
	35	28	.5	.5	3.0
	36	13	.2	.2	3.2
	37	3	.1	.1	3.3
	38	6	.1	.1	3.4
	39	1	.0	.0	3.4
	40	2084	37.5	38.1	41.5
	41	2	.0	.0	41.5
	42	24	.4	.4	42.0
	43	9	.2	.2	42.1
	44	15	.3	.3	42.4
	45	704	12.7	12.9	55.3
	46	6	.1	.1	55.4
	47	7	.1	.1	55.5
	48	106	1.9	1.9	57.5
	49	7	.1	.1	57.6
	50	1406	25.3	25.7	83.3
	51	1	.0	.0	83.3
	52	15	.3	.3	83.6
	53	4	.1	.1	83.7
	54	1	.0	.0	83.7
	55	273	4.9	5.0	88.7
	56	4	.1	.1	88.8
	57	3	.1	.1	88.8
	58	7	.1	.1	88.9
	59	2	.0	.0	89.0
	60	458	8.2	8.4	97.3
	61	2	.0	.0	97.4

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

62	3	.1	.1	97.4
63	1	.0	.0	97.5
64	1	.0	.0	97.5
65	36	.6	.7	98.1
66	2	.0	.0	98.2
68	4	.1	.1	98.2
70	43	.8	.8	99.0
72	10	.2	.2	99.2
74	1	.0	.0	99.2
75	12	.2	.2	99.5
76	1	.0	.0	99.5
78	1	.0	.0	99.5
80	19	.3	.3	99.8
85	1	.0	.0	99.9
90	2	.0	.0	99.9
96	2	.0	.0	99.9
98	1	.0	.0	99.9
99	3	.1	.1	100.0
.	84	1.5	Missing	
	-------	-------	-------	
Total	5553	100.0	100.0	

Valid cases   5469   Missing cases   84

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P6Q11
Col Position/Length: 69-70,2

LSTHRS89   LOWEST NUMBER OF HOURS PER WEEK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	7	.1	.1	.1
	3	1	.0	.0	.1
	5	5	.1	.1	.2
	6	3	.1	.1	.3
	7	2	.0	.0	.3
	8	12	.2	.2	.5
	9	9	.2	.2	.7
	10	25	.5	.5	1.2
	11	3	.1	.1	1.2
	12	3	.1	.1	1.3
	13	1	.0	.0	1.3
	15	6	.1	.1	1.4
	16	2	.0	.0	1.4
	17	2	.0	.0	1.5
	19	1	.0	.0	1.5
	20	36	.6	.7	2.2
	21	1	.0	.0	2.2
	24	6	.1	.1	2.3
	25	19	.3	.3	2.6
	27	1	.0	.0	2.6
	28	2	.0	.0	2.7
	29	1	.0	.0	2.7
	30	133	2.4	2.4	5.1
	32	43	.8	.8	5.9
	33	2	.0	.0	5.9
	34	4	.1	.1	6.0
	35	117	2.1	2.1	8.1
	36	58	1.0	1.1	9.2
	37	10	.2	.2	9.4

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SURVEY CODEBOOK

Value	Frequency	Percent	Valid Percent	Cum Percent
38	21	.4	.4	9.8
39	7	.1	.1	9.9
40	1786	32.2	32.6	42.5
41	5	.1	.1	42.6
42	34	.6	.6	43.2
43	25	.5	.5	43.6
44	17	.3	.3	43.9
45	559	10.1	10.2	54.1
46	20	.4	.4	54.5
47	9	.2	.2	54.7
48	114	2.1	2.1	56.7
49	20	.4	.4	57.1
50	1142	20.6	20.8	77.9
51	2	.0	.0	78.0
52	34	.6	.6	78.6
53	21	.4	.4	79.0
54	16	.3	.3	79.3
55	360	6.5	6.6	85.8
56	9	.2	.2	86.0
57	3	.1	.1	86.0
58	28	.5	.5	86.5
59	3	.1	.1	86.6
60	522	9.4	9.5	96.1
62	4	.1	.1	96.2
63	1	.0	.0	96.2
65	67	1.2	1.2	97.4
66	5	.1	.1	97.5
68	3	.1	.1	97.6
70	62	1.1	1.1	98.7
72	12	.2	.2	98.9
73	1	.0	.0	98.9
75	16	.3	.3	99.2
78	3	.1	.1	99.3
80	16	.3	.3	99.6
84	3	.1	.1	99.6
85	5	.1	.1	99.7
90	7	.1	.1	99.9
96	1	.0	.0	99.9
99	7	.1	.1	100.0
.	68	1.2	Missing	
Total	5553	100.0	100.0	

Valid cases   5485   Missing cases   68

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P7Q12
Col Position/Length: 71-72,2

MSTHRS89 HIGHEST NUMBER OF HOURS PER WEEK

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	2	.0	.0	.0
	5	1	.0	.0	.1
	8	1	.0	.0	.1
	9	1	.0	.0	.1
	10	4	.1	.1	.2
	11	3	.1	.1	.2
	12	13	.2	.2	.5
	13	4	.1	.1	.5

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14	4	.1	.1	.6
15	5	.1	.1	.7
16	4	.1	.1	.8
17	1	.0	.0	.8
18	1	.0	.0	.8
20	4	.1	.1	.9
21	1	.0	.0	.9
24	4	.1	.1	1.0
25	1	.0	.0	1.0
30	3	.1	.1	1.0
35	2	.0	.0	1.1
36	1	.0	.0	1.1
40	141	2.5	2.6	3.7
42	10	.2	.2	3.8
43	4	.1	.1	3.9
44	2	.0	.0	4.0
45	109	2.0	2.0	5.9
46	2	.0	.0	6.0
47	6	.1	.1	6.1
48	64	1.2	1.2	7.3
49	8	.1	.1	7.4
50	391	7.0	7.1	14.5
51	4	.1	.1	14.6
52	31	.6	.6	15.2
53	6	.1	.1	15.3
54	10	.2	.2	15.5
55	184	3.3	3.4	18.8
56	45	.8	.8	19.6
57	5	.1	.1	19.7
58	18	.3	.3	20.1
59	1	.0	.0	20.1
60	1119	20.2	20.4	40.5
61	3	.1	.1	40.5
62	13	.2	.2	40.8
63	11	.2	.2	41.0
64	15	.3	.3	41.3
65	370	6.7	6.7	48.0
66	9	.2	.2	48.2
67	6	.1	.1	48.3
68	31	.6	.6	48.8
69	4	.1	.1	48.9
70	711	12.8	13.0	61.9
72	131	2.4	2.4	64.3
73	5	.1	.1	64.4
74	9	.2	.2	64.5
75	267	4.8	4.9	69.4
76	8	.1	.1	69.5
77	7	.1	.1	69.7
78	15	.3	.3	69.9
79	1	.0	.0	70.0
80	533	9.6	9.7	79.7
82	10	.2	.2	79.9
84	148	2.7	2.7	82.6
85	95	1.7	1.7	84.3
86	5	.1	.1	84.4
87	4	.1	.1	84.5
88	11	.2	.2	84.7
89	3	.1	.1	84.7
90	215	3.9	3.9	88.6
91	6	.1	.1	88.7
92	7	.1	.1	88.9

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
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```
                              93        3      .1      .1     88.9
                              94        8      .1      .1     89.1
                              95       33      .6      .6     89.7
                              96       32      .6      .6     90.3
                              97        2      .0      .0     90.3
                              98       37      .7      .7     91.0
                              99      495     8.9     9.0    100.0
                               .       70     1.3  Missing
                                     -------  -------  -------
                           Total     5553   100.0   100.0
Valid cases    5483    Missing cases    70
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P7Q13
Col Position/Length: 73,1

HRVARY89   HOW COMMON IS IT FOR YOUR HOURS TO VARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY COMMON	1	1478	26.6	26.7	26.7
SOMEWHAT COMMON	2	1605	28.9	29.0	55.7
HARD TO SAY	3	674	12.1	12.2	67.9
SOMEWHAT UNCOMMON	4	1337	24.1	24.2	92.1
VERY UNCOMMON	5	438	7.9	7.9	100.0
	.	21	.4	Missing	
		-------	-------	-------	
Total		5553	100.0	100.0	

Valid cases   5532   Missing cases   21

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P7Q14
Col Position/Length: 74,1

SATCUR89   SATISFIED WITH CURRENT ASSIGNMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1452	26.1	26.3	26.3
SATISFIED	2	2309	41.6	41.8	68.1
NEUTRAL	3	829	14.9	15.0	83.1
DISSATISFIED	4	657	11.8	11.9	95.0
VERY DISSATISFIED	5	278	5.0	5.0	100.0
	.	28	.5	Missing	
		-------	-------	-------	
Total		5553	100.0	100.0	

Valid cases   5525   Missing cases   28

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APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P7Q15
Col Position/Length: 75,1

BONUS89   SHOULD THERE BE A BONUS FOR LONG HOURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	2136	38.5	38.6	38.6
NO	2	3393	61.1	61.4	100.0
	.	24	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5529   Missing cases   24

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P7Q16
Col Position/Length: 76-77,2

HRSBNS89   AFTER HOW MANY HOURS SHOULD BONUS START

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	299	5.4	12.1	12.1
	1	10	.2	.4	12.5
	2	6	.1	.2	12.8
	3	1	.0	.0	12.8
	4	5	.1	.2	13.0
	5	32	.6	1.3	14.3
	6	4	.1	.2	14.5
	8	24	.4	1.0	15.4
	9	2	.0	.1	15.5
	10	76	1.4	3.1	18.6
	11	1	.0	.0	18.6
	12	7	.1	.3	18.9
	15	10	.2	.4	19.3
	16	2	.0	.1	19.4
	20	21	.4	.9	20.3
	25	1	.0	.0	20.3
	35	1	.0	.0	20.3
	40	390	7.0	15.8	36.1
	41	4	.1	.2	36.3
	42	1	.0	.0	36.3
	43	1	.0	.0	36.4
	44	9	.2	.4	36.7
	45	183	3.3	7.4	44.1
	46	3	.1	.1	44.3
	47	1	.0	.0	44.3
	48	61	1.1	2.5	46.8
	49	1	.0	.0	46.8
	50	664	12.0	26.9	73.7
	52	4	.1	.2	73.9
	53	2	.0	.1	74.0
	54	2	.0	.1	74.0
	55	109	2.0	4.4	78.5
	56	4	.1	.2	78.6
	57	1	.0	.0	78.7
	59	1	.0	.0	78.7
	60	411	7.4	16.6	95.3
	65	31	.6	1.3	96.6
	66	1	.0	.0	96.6

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70	37	.7	1.5	98.1
72	6	.1	.2	98.4
75	7	.1	.3	98.7
79	1	.0	.0	98.7
80	15	.3	.6	99.3
83	2	.0	.1	99.4
84	3	.1	.1	99.5
90	1	.0	.0	99.6
96	1	.0	.0	99.6
99	10	.2	.4	100.0
.	3084	55.5	Missing	
Total	5553	100.0	100.0	

Valid cases   2469   Missing cases   3084

- -

P7Q17
Col Position/Length: 78-79,2

FARPAY89   FAIR HOURLY RATE OF PAY FOR YOUR JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	61	1.1	1.2	1.2
	1	2	.0	.0	1.3
	2	2	.0	.0	1.3
	3	8	.1	.2	1.5
	4	4	.1	.1	1.5
	5	51	.9	1.0	2.6
	6	30	.5	.6	3.2
	7	38	.7	.8	3.9
	8	97	1.7	2.0	5.9
	9	47	.8	.9	6.8
	10	416	7.5	8.4	15.2
	11	28	.5	.6	15.8
	12	274	4.9	5.5	21.3
	13	75	1.4	1.5	22.8
	14	88	1.6	1.8	24.6
	15	877	15.8	17.6	42.2
	16	88	1.6	1.8	44.0
	17	90	1.6	1.8	45.8
	18	236	4.2	4.7	50.6
	19	32	.6	.6	51.2
	20	1060	19.1	21.3	72.5
	21	18	.3	.4	72.9
	22	86	1.5	1.7	74.6
	23	18	.3	.4	75.0
	24	18	.3	.4	75.3
	25	544	9.8	10.9	86.3
	26	11	.2	.2	86.5
	27	17	.3	.3	86.9
	28	17	.3	.3	87.2
	29	1	.0	.0	87.2
	30	206	3.7	4.1	91.4
	32	7	.1	.1	91.5
	33	2	.0	.0	91.5
	34	1	.0	.0	91.6
	35	62	1.1	1.2	92.8
	36	2	.0	.0	92.9
	37	1	.0	.0	92.9

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	38	3	.1	.1	92.9
	39	1	.0	.0	93.0
	40	69	1.2	1.4	94.3
	41	1	.0	.0	94.4
	42	2	.0	.0	94.4
	45	24	.4	.5	94.9
	48	5	.1	.1	95.0
	50	116	2.1	2.3	97.3
	55	7	.1	.1	97.5
	60	19	.3	.4	97.8
	62	1	.0	.0	97.9
	65	3	.1	.1	97.9
	66	1	.0	.0	97.9
	70	4	.1	.1	98.0
	75	22	.4	.4	98.5
	80	14	.3	.3	98.8
	85	3	.1	.1	98.8
	90	8	.1	.2	99.0
	95	1	.0	.0	99.0
	99	50	.9	1.0	100.0
	.	584	10.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   4969   Missing cases   584

- -

P7Q18
Col Position/Length: 80,1

SATFAM89   PERSONAL AND FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1277	23.0	23.1	23.1
SATISFIED	2	2335	42.0	42.2	65.3
MIXED OR NEUTRAL	3	1046	18.8	18.9	84.2
DISSATISFIED	4	667	12.0	12.1	96.2
VERY DISSATISFIED	5	209	3.8	3.8	100.0
	.	19	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5534   Missing cases   19

- -

P7Q19
Col Position/Length: 81,1

SATLIF89   LIFE AS AN OFFICER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	956	17.2	17.3	17.3
SATISFIED	2	3125	56.3	56.4	73.7
MIXED OR NEUTRAL	3	986	17.8	17.8	91.5
DISSATISFIED	4	389	7.0	7.0	98.5
VERY DISSATISFIED	5	82	1.5	1.5	100.0
	.	15	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5538   Missing cases   15

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P7Q20
Col Position/Length: 82,1

SATSPT89 SUPPORT FROM BRANCH ASSIGNMENT OFFICERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	627	11.3	11.3	11.3
SATISFIED	2	1943	35.0	35.1	46.4
MIXED OR NEUTRAL	3	1815	32.7	32.8	79.2
DISSATISFIED	4	747	13.5	13.5	92.7
VERY DISSATISFIED	5	403	7.3	7.3	100.0
	.	18	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5535   Missing cases   18

- -

P7Q21
Col Position/Length: 83,1

SATGOL89 TIME TO PURSUE PERSONAL LIFE GOALS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	262	4.7	4.7	4.7
SATISFIED	2	1532	27.6	27.7	32.4
MIXED OR NEUTRAL	3	1525	27.5	27.6	60.0
DISSATISFIED	4	1680	30.3	30.4	90.3
VERY DISSATISFIED	5	536	9.7	9.7	100.0
	.	18	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5535   Missing cases   18

- -

P7Q22
Col Position/Length: 84,1

RELSUP89 RELATIONSHIPS WITH SUPERIOR OFFICERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	897	16.2	16.2	16.2
SATISFIED	2	2883	51.9	52.1	68.3
MIXED OR NEUTRAL	3	1144	20.6	20.7	88.9
DISSATISFIED	4	443	8.0	8.0	96.9
VERY DISSATISFIED	5	171	3.1	3.1	100.0
	.	15	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5538   Missing cases   15

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P7Q23
Col Position/Length: 85,1

RELPER89 RELATIONSHIPS WITH PEERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1419	25.6	25.6	25.6
SATISFIED	2	3362	60.5	60.8	86.4
MIXED OR NEUTRAL	3	616	11.1	11.1	97.5
DISSATISFIED	4	113	2.0	2.0	99.6
VERY DISSATISFIED	5	23	.4	.4	100.0
	.	20	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5533   Missing cases   20

- -

P7Q24
Col Position/Length: 86,1

RELSUB89 RELATIONSHIPS WITH SUBORDINATES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY SATISFIED	1	1585	28.5	28.7	28.7
SATISFIED	2	3253	58.6	58.9	87.7
MIXED OR NEUTRAL	3	555	10.0	10.1	97.7
DISSATISFIED	4	109	2.0	2.0	99.7
VERY DISSATISFIED	5	17	.3	.3	100.0
	.	34	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5519   Missing cases   34
- -

P8Q1
Col Position/Length: 87,1

TNGREQ89 PRE-COMM TRAINING HELPED MASTER OBC

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1509	27.2	28.1	28.1
AGREE	2	1951	35.1	36.4	64.5
NEUTRAL	3	907	16.3	16.9	81.4
DISAGREE	4	746	13.4	13.9	95.3
STRONGLY DISAGREE	5	251	4.5	4.7	100.0
	.	189	3.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5364   Missing cases   189

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P802
Col Position/Length: 88,1

TNGBRA89   CONDUCT ORAL PRESENTATIONS & BRIEFINGS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1319	23.8	24.6	24.6
AGREE	2	1876	33.8	35.0	59.6
NEUTRAL	3	877	15.8	16.4	76.0
DISAGREE	4	1063	19.1	19.8	95.8
STRONGLY DISAGREE	5	225	4.1	4.2	100.0
	.	193	3.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5360   Missing cases   193

- -

P803
Col Position/Length: 89,1

TNGWRT89   PRE-COMM HELPED WRITE MEMOS & REPORTS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1101	19.8	20.6	20.6
AGREE	2	1759	31.7	32.9	53.4
NEUTRAL	3	1039	18.7	19.4	72.9
DISAGREE	4	1177	21.2	22.0	94.8
STRONGLY DISAGREE	5	276	5.0	5.2	100.0
	.	201	3.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5352   Missing cases   201

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P804
Col Position/Length: 90,1

TNGEFF89   PRE-COMM HELPED BE AN EFFECTIVE OFFICER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1565	28.2	29.2	29.2
AGREE	2	2111	38.0	39.4	68.7
NEUTRAL	3	1062	19.1	19.8	88.5
DISAGREE	4	482	8.7	9.0	97.5
STRONGLY DISAGREE	5	132	2.4	2.5	100.0
	.	201	3.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5352   Missing cases   201

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P805
Col Position/Length: 91,1

OPPADV89 ADVANCEMENT CHANCE BASED ON ASSIGNMENTS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXCELLENT	1	1423	25.6	25.7	25.7
VERY GOOD	2	1868	33.6	33.8	59.5
GOOD	3	1575	28.4	28.5	88.0
LIMITED	4	538	9.7	9.7	97.7
VERY LIMITED	5	127	2.3	2.3	100.0
	.	22	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5531   Missing cases   22

- -

P806
Col Position/Length: 92,1

OPPCMD89 OPPORTUNITIES FOR COMMAND IN YOUR BRANCH

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXCELLENT	1	1074	19.3	19.5	19.5
VERY GOOD	2	1416	25.5	25.7	45.2
GOOD	3	1311	23.6	23.8	69.0
LIMITED	4	1150	20.7	20.9	89.9
VERY LIMITED	5	557	10.0	10.1	100.0
	.	45	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5508   Missing cases   45

- -

P807
Col Position/Length: 93,1

HOWCOM89 ADVANCEMENT BY PERFORMANCE IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONG ADVANTAGE	1	1657	29.8	30.0	30.0
ADVANTAGE	2	2278	41.0	41.2	71.1
NO ADVANTAGE	3	1152	20.7	20.8	92.0
DISADVANTAGE	4	348	6.3	6.3	98.2
STRONG DISADVANTAGE	5	97	1.7	1.8	100.0
	.	21	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5532   Missing cases   21

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P808
Col Position/Length: 94,1

TRTETH89 TREATED DIFFERENTLY BECAUSE RACE-ETHNIC

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES MORE POSITIVELY	1	69	1.2	1.3	1.3
YES MORE NEGATIVELY	2	423	7.6	7.7	8.9
NO	3	5028	90.5	91.1	100.0
	.	33	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5520   Missing cases   33

- -

P809
Col Position/Length: 95,1

TRTSEX89 TREATED DIFFERENTLY BECAUSE OF YOUR SEX

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES MORE POSITIVELY	1	171	3.1	3.1	3.1
YES MORE NEGATIVELY	2	756	13.6	13.7	16.8
NO	3	4577	82.4	83.2	100.0
	.	49	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5504   Missing cases   49

- -

P9010
Col Position/Length: 96,1

AGHIGH89 CONFIDENT OF PROMOTION BY MY ABILITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	894	16.1	16.1	16.1
AGREE	2	2150	38.7	38.8	55.0
NEUTRAL	3	1028	18.5	18.6	73.6
DISAGREE	4	1108	20.0	20.0	93.6
STRONGLY DISAGREE	5	356	6.4	6.4	100.0
	.	17	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5536   Missing cases   17

- -

P9011
Col Position/Length: 97,1

AGRETB89 ARMY WILL PROTECT MY BENEFITS-RETIREMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	272	4.9	4.9	4.9
AGREE	2	1552	27.9	28.0	32.9

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NEUTRAL                        3      1709    30.8    30.9    63.8
DISAGREE                       4      1453    26.2    26.2    90.1
STRONGLY DISAGREE              5       550     9.9     9.9   100.0
                               .        17      .3  Missing
                                    -------  ------- -------
                           Total     5553   100.0   100.0
Valid cases     5536   Missing cases    17
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P9Q12
Col Position/Length: 98,1

AGASGN89 WILL GET JOBS COMPETITIVE FOR PROMOTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	345	6.2	6.2	6.2
AGREE	2	2304	41.5	41.7	47.9
NEUTRAL	3	1746	31.4	31.6	79.5
DISAGREE	4	922	16.6	16.7	96.2
STRONGLY DISAGREE	5	210	3.8	3.8	100.0
	.	26	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5527   Missing cases   26

- -

P9Q13
Col Position/Length: 99,1

AGSKIL89 WILL GET JOBS THAT MATCH SKILL-INTEREST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	342	6.2	6.2	6.2
AGREE	2	2178	39.2	39.4	45.5
NEUTRAL	3	1721	31.0	31.1	76.6
DISAGREE	4	994	17.9	18.0	94.6
STRONGLY DISAGREE	5	299	5.4	5.4	100.0
	.	19	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5534   Missing cases   19

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P9014
Col Position/Length: 100,1

AGFAIR89 OER SYSTEM PROMOTES BEST OFFICERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	140	2.5	2.5	2.5
AGREE	2	1324	23.8	24.0	26.5
NEUTRAL	3	1688	30.4	30.5	57.0
DISAGREE	4	1590	28.6	28.8	85.8
STRONGLY DISAGREE	5	785	14.1	14.2	100.0
	.	26	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5527   Missing cases   26

- -

P9015
Col Position/Length: 101,1

AGPROF89 OER SYSTEM REWARDS PROFESSIONAL INTEGRIT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	142	2.6	2.6	2.6
AGREE	2	1258	22.7	22.8	25.4
NEUTRAL	3	1806	32.5	32.7	58.1
DISAGREE	4	1585	28.5	28.7	86.8
STRONGLY DISAGREE	5	729	13.1	13.2	100.0
	.	33	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5520   Missing cases   33

- -

P9016a
Col Position/Length: 102,1

LACKEX89 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	5329	96.0	96.0	96.0
ARMY INEXPERIENCE	1	224	4.0	4.0	100.0
	Total	5553	100.0	100.0	

Valid cases   5553   Missing cases   0

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P9016b
Col Position/Length: 103,1

CARGOL89 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	4819	86.8	86.8	86.8
CAREER GOALS UNCLEAR	2	734	13.2	13.2	100.0
	Total	5553	100.0	100.0	

Valid cases   5553   Missing cases   0

- -

P9016c
Col Position/Length: 104,1

SELCRI89 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	3934	70.8	70.8	70.8
SELECTION CRITERIA	3	1619	29.2	29.2	100.0
	Total	5553	100.0	100.0	

Valid cases   5553   Missing cases   0

- -

P9016d
Col Position/Length: 105,1

CHGMAN89 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	2286	41.2	41.2	41.2
MANPOWER CHANGES	4	3267	58.8	58.8	100.0
	Total	5553	100.0	100.0	

Valid cases   5553   Missing cases   0

- -

P9016e
Col Position/Length: 106,1

CONBUD89 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	2071	37.3	37.3	37.3
CONGRESS-BUDGET	5	3482	62.7	62.7	100.0
	Total	5553	100.0	100.0	

Valid cases   5553   Missing cases   0

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P9016f
Col Position/Length: 107,1

NOUNCR89   SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	5255	94.6	94.6	94.6
NO UNCERTAINTY	6	298	5.4	5.4	100.0
	Total	5553	100.0	100.0	

Valid cases   5553   Missing cases   0

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P9016g
Col Position/Leng.h: 108,1

OTHERS89   SOURCE OF UNCERTAINTY FOR ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	5145	92.7	92.7	92.7
OTHER	7	408	7.3	7.3	100.0
	Total	5553	100.0	100.0	

Valid cases   5553   Missing cases   0

- -

P9017
Col Position/Length: 109,1

SATWRK89   KIND OF WORK YOU DO IN YOUR CURRENT ASSI

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1423	25.6	25.7	25.7
SATISFIED	2	2706	48.7	48.8	74.5
MIXED OR NEUTRAL	3	719	12.9	13.0	87.5
DISSATISFIED	4	537	9.7	9.7	97.2
VERY DISSATISFIED	5	155	2.8	2.8	100.0
	.	13	.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5540   Missing cases   13

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P9018
Col Position/Length: 110,1

SATSUP89 QUALITY OF SUPERVISION IN CURRENT ASSIGN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1046	18.8	18.9	18.9
SATISFIED	2	2503	45.1	45.2	64.1
MIXED OR NEUTRAL	3	978	17.6	17.7	81.7
DISSATISFIED	4	762	13.7	13.8	95.5
VERY DISSATISFIED	5	249	4.5	4.5	100.0
	.	15	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5538   Missing cases   15

- -

P9019
Col Position/Length: 111,1

SATASG89 KINDS OF ASSIGNMENTS YOU HAVE HAD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1741	31.4	31.4	31.4
SATISFIED	2	2786	50.2	50.3	81.7
MIXED OR NEUTRAL	3	613	11.0	11.1	92.8
DISSATISFIED	4	337	6.1	6.1	98.9
VERY DISSATISFIED	5	61	1.1	1.1	100.0
	.	15	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5538   Missing cases   15

- -

P9020
Col Position/Length: 112,1

SATINF89 QUALITY OF INFO ON ARMY CAREER OPTIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	346	6.2	6.2	6.2
SATISFIED	2	2074	37.3	37.4	43.7
MIXED OR NEUTRAL	3	1567	28.2	28.3	71.9
DISSATISFIED	4	1259	22.7	22.7	94.6
VERY DISSATISFIED	5	298	5.4	5.4	100.0
	.	9	.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5544   Missing cases   9

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SURVEY CODEBOOK

P9021
Col Position/Length: 113,1

SATCON89   TIME FOR INFORMAL CONTACT WITH SUPERIORS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	807	14.5	14.6	14.6
SATISFIED	2	2821	50.8	50.9	65.5
MIXED OR NEUTRAL	3	1215	21.9	21.9	87.5
DISSATISFIED	4	552	9.9	10.0	97.4
VERY DISSATISFIED	5	143	2.6	2.6	100.0
	.	15	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5538   Missing cases   15

- -

P9022
Col Position/Length: 114,1

SATPAY89   YOUR CURRENT COMPENSATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	487	8.8	8.8	8.8
SATISFIED	2	2663	48.0	48.0	56.8
MIXED OR NEUTRAL	3	1046	18.8	18.9	75.7
DISSATISFIED	4	1092	19.7	19.7	95.3
VERY DISSATISFIED	5	258	4.6	4.7	100.0
	.	7	.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5546   Missing cases   7

- -

P9023
Col Position/Length: 115,1

SATREC89   RESPECT-RECOGNITION IN YOUR CAREER FIELD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	539	9.7	9.7	9.7
SATISFIED	2	2782	50.1	50.2	60.0
MIXED OR NEUTRAL	3	1165	21.0	21.0	81.0
DISSATISFIED	4	826	14.9	14.9	95.9
VERY DISSATISFIED	5	226	4.1	4.1	100.0
	.	15	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5538   Missing cases   15

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P9Q24
Col Position/Length: 116,1

SATPER89   SOCIAL RELATIONS WITH PEERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	960	17.3	17.3	17.3
SATISFIED	2	3415	61.5	61.6	78.9
MIXED OR NEUTRAL	3	889	16.0	16.0	95.0
DISSATISFIED	4	236	4.2	4.3	99.2
VERY DISSATISFIED	5	42	.8	.8	100.0
	.	11	.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5542   Missing cases   11

- -

P10Q25
Col Position/Length: 117,1

MENNOS89   NUMBER OF MENTORS YOU HAD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NONE	1	1087	19.6	19.6	19.6
ONE	2	1717	30.9	31.0	50.7
TWO	3	1725	31.1	31.2	81.9
THREE OR MORE	4	1003	18.1	18.1	100.0
	.	21	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5532   Missing cases   21

- -

P10Q26
Col Position/Length: 118,1

MENPER89   WHICH MENTOR HAD GREATEST IMPACT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
A RATER	1	1973	35.5	35.9	35.9
A SENIOR RATER	2	975	17.6	17.8	53.7
A PEER	3	226	4.1	4.1	57.8
OUTSIDE OFFICER	4	879	15.8	16.0	73.8
A KEY NCO	5	241	4.3	4.4	78.2
OTHER	6	200	3.6	3.6	81.9
NA - NO MENTOR	7	996	17.9	18.1	100.0
	.	63	1.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5490   Missing cases   63

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APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P10Q27
Col Position/Length: 119,1

MENAID89 MOST IMPORTANT HELP GIVEN BY A MENTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
JOB RELATED	1	1976	35.6	36.4	36.4
CAREER PLANNING	2	1759	31.7	32.4	68.7
PERSONAL-SOCIAL	3	458	8.2	8.4	77.2
MORAL-ETHICAL	4	243	4.4	4.5	81.6
NA - NO MENTOR	5	998	18.0	18.4	100.0
	.	119	2.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5434   Missing cases   119

- -

P10Q28
Col Position/Length: 120,1

ETHPRS89 PRESSURED BY SUPERIOR TO BE UNETHICAL

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	1892	34.1	34.2	34.2
NO	2	3638	65.5	65.8	100.0
	.	23	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5530   Missing cases   23

- -

P10Q29
Col Position/Length: 121,1

ETHPBL89 IS UNETHICAL BEHAVIOR PROBLEM IN ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO PROBLEM	1	786	14.2	14.2	14.2
SMALL PROBLEM	2	2894	52.1	52.4	66.6
MODERATE PROBLEM	3	1362	24.5	24.6	91.2
SERIOUS PROBLEM	4	343	6.2	6.2	97.4
VERY SERIOUS PROBLEM	5	141	2.5	2.6	100.0
	.	27	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5526   Missing cases   27

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P10Q30
Col Position/Length: 122,1

QTRPRF89 IF HOUSING IS EQUAL, I PREFER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ON-POST	1	1650	29.7	29.8	29.8
OFF-POST	2	3887	70.0	70.2	100.0
	.	16	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5537   Missing cases   16

- -

P10Q31
Col Position/Length: 123,1

PERPRD89 MOST IMPORTANT TO MY PERSONAL PRIDE IS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
SERVICE AS SOLDIER	1	3542	63.8	64.4	64.4
TECH-PROF SKILLS	2	1956	35.2	35.6	100.0
	.	55	1.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5498   Missing cases   55

- -

P10Q32
Col Position/Length: 124,1

COMPAR89 I COMPARE MYSELF PROFESSIONALLY WITH

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ARMY LEADERS	1	3651	65.7	66.4	66.4
CAREER PROFESSIONALS	2	1850	33.3	33.6	100.0
	.	52	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5501   Missing cases   52

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P10Q33
Col Position/Length: 125,1

WRKLIK89 KIND OF WORK I ENJOY MOST IS AVAILABLE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MILITARY ONLY	1	511	9.2	9.2	9.2
MOSTLY MILITARY	2	1678	30.2	30.3	39.6
EQUALLY AVAILABLE	3	2619	47.2	47.4	86.9
MOSTLY CIVILIAN	4	663	11.9	12.0	98.9
CIVILIAN ONLY	5	60	1.1	1.1	100.0
	.	22	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5531   Missing cases   22

- -

P10Q34
Col Position/Length: 126,1

JOBSAT89 OVERALL JOB SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	1321	23.8	23.9	23.9
SATISFIED	2	2923	52.6	52.8	76.7
MIXED OR NEUTRAL	3	592	10.7	10.7	87.4
DISSATISFIED	4	552	9.9	10.0	97.4
VERY DISSATISFIED	5	143	2.6	2.6	100.0
	.	22	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5531   Missing cases   22

- -

P11Q35
Col Position/Length: 127,1
CARSAT89 OVERALL CAREER PROSPECT SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	531	9.6	9.6	9.6
SATISFIED	2	2411	43.4	43.6	53.2
MIXED OR NEUTRAL	3	1252	22.5	22.6	75.8
DISSATISFIED	4	1075	19.4	19.4	95.2
VERY DISSATISFIED	5	266	4.8	4.8	100.0
	.	18	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5535   Missing cases   18

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APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P11Q36
Col Position/Length: 128,1

CARCBT89   FIELD EXERCISE & COMBAT TRAINING OCCURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH MORE THAN LIKE	1	296	5.3	5.4	5.4
MORE THAN I LIKE	2	760	13.7	13.7	19.1
ABOUT RIGHT FOR ME	3	3112	56.0	56.3	75.4
LESS THAN I LIKE	4	1067	19.2	19.3	94.7
MUCH LESS THAN LIKE	5	295	5.3	5.3	100.0
	.	23	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5530   Missing cases   23

- -

P11Q37
Col Position/Length: 129,1

CARFUN89   FUNCTIONAL AREA WORK OCCURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH MORE THAN LIKE	1	197	3.5	3.6	3.6
MORE THAN I LIKE	2	636	11.5	11.8	15.4
ABOUT RIGHT FOR ME	3	3059	55.1	56.6	72.0
LESS THAN I LIKE	4	1242	22.4	23.0	95.0
MUCH LESS THAN LIKE	5	269	4.8	5.0	100.0
	.	150	2.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5403   Missing cases   150

- -

P11Q38
Col Position/Length: 130,1

BRSPEC89   BRANCH AND OPERATIONAL WORK OCCURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH MORE THAN LIKE	1	134	2.4	2.4	2.4
MORE THAN I LIKE	2	419	7.5	7.6	10.0
ABOUT RIGHT FOR ME	3	3441	62.0	62.5	72.6
LESS THAN I LIKE	4	1294	23.3	23.5	96.1
MUCH LESS THAN LIKE	5	217	3.9	3.9	100.0
	.	48	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5505   Missing cases   48

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APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P11039
Col Position/Length: 131,1

PLNPRE89 DURING PRECOMMISSIONING TRAINING I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1626	29.3	29.9	29.9
LEAN TO ARMY CAREER	2	1139	20.5	21.0	50.9
UNDECIDED	3	1612	29.0	29.7	80.6
LEAN TO CIVILIAN	4	589	10.6	10.8	91.5
PLANNING CIVILIAN	5	464	8.4	8.5	100.0
	.	123	2.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5430   Missing cases   123

- -

P11040
Col Position/Length: 132,1

PLNCOM89 WHEN I RECEIVED MY COMMISSION I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1854	33.4	33.5	33.5
LEAN TO ARMY CAREER	2	1572	28.3	28.4	61.9
UNDECIDED	3	1297	23.4	23.4	85.4
LEAN TO CIVILIAN	4	583	10.5	10.5	95.9
PLANNING CIVILIAN	5	227	4.1	4.1	100.0
	.	20	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5533   Missing cases   20

- -

P11041
Col Position/Length: 133,1

PLNPLT89 AFTER MY 1ST LEADERSHIP ASSIGNMENT I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1740	31.3	31.6	31.6
LEAN TO ARMY CAREER	2	1443	26.0	26.2	57.9
UNDECIDED	3	959	17.3	17.4	75.3
LEAN TO CIVILIAN	4	582	10.5	10.6	85.9
PLANNING CIVILIAN	5	305	5.5	5.5	91.4
NOT APPLICABLE	6	471	8.5	8.6	100.0
	.	53	1.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5500   Missing cases   53

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APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P11042
Col Position/Length: 134,1

PLNSTF89 AFTER 1ST STAFF ASSIGNMENT I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1453	26.2	26.5	26.5
LEAN TO ARMY CAREER	2	1148	20.7	20.9	47.4
UNDECIDED	3	827	14.9	15.1	62.5
LEAN TO CIVILIAN	4	638	11.5	11.6	74.1
PLANNING CIVILIAN	5	326	5.9	5.9	80.0
NOT APPLICABLE	6	1096	19.7	20.0	100.0
	.	65	1.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5488   Missing cases   65

- -

P11043
Col Position/Length: 135,1

PLNSCH89 AFTER THE ADVANCED COURSE I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1544	27.8	28.5	28.5
LEAN TO ARMY CAREER	2	872	15.7	16.1	44.5
UNDECIDED	3	515	9.3	9.5	54.0
LEAN TO CIVILIAN	4	273	4.9	5.0	59.0
PLANNING CIVILIAN	5	121	2.2	2.2	61.3
NOT APPLICABLE	6	2101	37.8	38.7	100.0
	.	127	2.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5426   Missing cases   127

- -

P11044
Col Position/Length: 136,1

PLNASN89 AFTER COMPANY COMMAND ASSIGNMENT I WAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	1332	24.0	24.9	24.9
LEAN TO ARMY CAREER	2	452	8.1	8.4	33.3
UNDECIDED	3	174	3.1	3.2	36.5
LEAN TO CIVILIAN	4	125	2.3	2.3	38.9
PLANNING CIVILIAN	5	62	1.1	1.2	40.0
NOT APPLICABLE	6	3213	57.9	60.0	100.0
	.	195	3.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5358   Missing cases   195

- -

APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P11Q45
Col Position/Length: 137,1

PLNNOW89 RIGHT NOW I AM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PLAN ARMY CAREER	1	2213	39.9	40.1	40.1
LEANING ARMY CAREER	2	973	17.5	17.6	57.7
UNDECIDED	3	909	16.4	16.5	74.1
LEANING CIVILIAN	4	641	11.5	11.6	85.8
PLANING CIVILIAN	5	787	14.2	14.2	100.0
	.	30	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5523   Missing cases   30

- -

P12Q46
Col Position/Length: 138,1

CIVSHR89 CIVILIANS NOT OFFICERS SHARE MY VALUES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	123	2.2	2.2	2.2
AGREE	2	399	7.2	7.2	9.4
NEUTRAL	3	1491	26.9	27.0	36.4
DISAGREE	4	2692	48.5	48.7	85.1
STRONGLY DISAGREE	5	827	14.9	14.9	100.0
	.	21	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5532   Missing cases   21

- -

P12Q47
Col Position/Length: 139,1

CARSTN89 ATTAIN STANDARD OF LIVING WITH ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	388	7.0	7.0	7.0
AGREE	2	2220	40.0	40.1	47.2
NEUTRAL	3	1172	21.1	21.2	68.4
DISAGREE	4	1321	23.8	23.9	92.2
STRONGLY DISAGREE	5	429	7.7	7.8	100.0
	.	23	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5530   Missing cases   23

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P12Q48
Col Position/Length: 140,1

CARLIK89 COMMUNITY & CAMARADERIE IMPORTANT VALUE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1042	18.8	18.8	18.8
AGREE	2	2768	49.8	50.1	68.9
NEUTRAL	3	994	17.9	18.0	86.9
DISAGREE	4	590	10.6	10.7	97.6
STRONGLY DISAGREE	5	134	2.4	2.4	100.0
	.	25	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5528   Missing cases   25

- -

P12Q49
Col Position/Length: 141,1

CARCON89 FORESEE CONFLICT BETWEEN WORK & FAMILY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	915	16.5	16.6	16.6
AGREE	2	1609	29.0	29.1	45.7
NEUTRAL	3	1326	23.9	24.0	69.7
DISAGREE	4	1310	23.6	23.7	93.4
STRONGLY DISAGREE	5	364	6.6	6.6	100.0
	.	29	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5524   Missing cases   29

- -

P12Q50
Col Position/Length: 142,1

CARAFL89 PREFER ARMY AFFILIATION OVER CIVILIAN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	925	16.7	16.7	16.7
AGREE	2	1650	29.7	29.9	46.6
NEUTRAL	3	1634	29.4	29.6	76.2
DISAGREE	4	971	17.5	17.6	93.7
STRONGLY DISAGREE	5	347	6.2	6.3	100.0
	.	26	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5527   Missing cases   26

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P12Q51
Col Position/Length: 143,1

WEDTRA89 HAPPIEST IN A TRADITIONAL MARRIAGE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	434	7.8	7.9	7.9
AGREE	2	1145	20.6	20.7	28.6
NEUTRAL	3	1500	27.0	27.2	55.7
DISAGREE	4	1441	25.9	26.1	81.8
STRONGLY DISAGREE	5	1003	18.1	18.2	100.0
	.	30	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5523   Missing cases   30

- -

P12Q52
Col Position/Length: 144,1

WRKBAL89 ARMY CAREER BALANCE WORK & PERSONAL LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	487	8.8	8.8	8.8
AGREE	2	2040	36.7	36.9	45.7
NEUTRAL	3	1253	22.6	22.7	68.4
DISAGREE	4	1354	24.4	24.5	92.9
STRONGLY DISAGREE	5	390	7.0	7.1	100.0
	.	29	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5524   Missing cases   29

- -

P12Q53
Col Position/Length: 145,1

OFFSPO89 SPOUSE SHOULD DEVOTE TIME TO UNIT & POST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	52	.9	.9	.9
AGREE	2	607	10.9	11.0	11.9
NEUTRAL	3	1971	35.5	35.7	47.6
DISAGREE	4	1955	35.2	35.4	82.9
STRONGLY DISAGREE	5	943	17.0	17.1	100.0
	.	25	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5528   Missing cases   25

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P12Q54
Col Position/Length: 146,1

JOBOFF89 RELUC---T TO LEAVE FOR HIGHER PAY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	789	14.2	14.3	14.3
AGREE	2	2196	39.5	39.7	54.0
NEUTRAL	3	1048	18.9	19.0	73.0
DISAGREE	4	1014	18.3	18.3	91.3
STRONGLY DISAGREE	5	481	8.7	8.7	100.0
	.	25	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5528   Missing cases   25

- -

P12Q55
Col Position/Length: 147,1

SPOOPP89 WORKING SPOUSE NEED OPPORTUNITY TO PLAN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	2221	40.0	40.3	40.3
AGREE	2	2681	48.3	48.6	88.9
NEUTRAL	3	441	7.9	8.0	96.8
DISAGREE	4	140	2.5	2.5	99.4
STRONGLY DISAGREE	5	34	.6	.6	100.0
	.	36	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5517   Missing cases   36

- -

P12Q56
Col Position/Length: 148,1

RECSVC89 DISCOURAGE C'-SE FRIEND FROM JOINING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	145	2.6	2.6	2.6
AGREE	2	459	8.3	8.3	10.9
NEUTRAL	3	1269	22.9	23.0	33.9
DISAGREE	4	2419	43.6	43.8	77.7
STRONGLY DISAGREE	5	1230	22.2	22.3	100.0
	.	31	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5522   Missing cases   31

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P12Q57
Col Position/Length: 149,1

CARDMD89 DEMANDS OF ARMY DIFFICULT ON FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	734	13.2	13.3	13.3
AGREE	2	1759	31.7	31.9	45.2
NEUTRAL	3	1304	23.5	23.6	68.8
DISAGREE	4	1444	26.0	26.2	95.0
STRONGLY DISAGREE	5	275	5.0	5.0	100.0
	.	37	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5516   Missing cases   37

- -

P12Q58
Col Position/Length: 150,1

CARSPT89 ARMY PEOPLE HELP OUT WHEN NEEDED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	861	15.5	15.6	15.6
AGREE	2	3022	54.4	54.7	70.3
NEUTRAL	3	1128	20.3	20.4	90.8
DISAGREE	4	389	7.0	7.0	97.8
STRONGLY DISAGREE	5	121	2.2	2.2	100.0
	.	32	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5521   Missing cases   32

- -

P13Q59
Col Position/Length: 151,1

CARINV89 NO ADVANCING IF SPOUSE NOT INVOLVED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	282	5.1	5.1	5.1
AGREE	2	1667	30.0	30.2	35.3
NEUTRAL	3	1717	30.9	31.1	66.3
DISAGREE	4	1537	27.7	27.8	94.1
STRONGLY DISAGREE	5	326	5.9	5.9	100.0
	.	24	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5529   Missing cases   24

- -

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P13Q60
Col Position/Length: 152,1

FEELGO89 I FREQUENTLY FEEL LIKE LEAVING THE ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	606	10.9	11.0	11.0
AGREE	2	1333	24.0	24.1	35.0
NEUTRAL	3	1163	20.9	21.0	56.1
DISAGREE	4	1803	32.5	32.6	88.6
STRONGLY DISAGREE	5	629	11.3	11.4	100.0
	.	19	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5534   Missing cases   19

- -

P13Q61
Col Position/Length: 153,1

CARPRD89 PROUD TO TELL PEOPLE THAT I AM IN ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	2218	39.9	40.1	40.1
AGREE	2	2656	47.8	48.0	88.1
NEUTRAL	3	525	9.5	9.5	97.6
DISAGREE	4	103	1.9	1.9	99.5
STRONGLY DISAGREE	5	29	.5	.5	100.0
	.	22	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5531   Missing cases   22

- -

P13Q62
Col Position/Length: 154,1

CARSHR89 HUSBAND SHOULD SHARE HOUSEWORK-CHILDCARE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1933	34.8	34.9	34.9
AGREE	2	3030	54.6	54.8	89.7
NEUTRAL	3	447	8.0	8.1	97.8
DISAGREE	4	100	1.8	1.8	99.6
STRONGLY DISAGREE	5	24	.4	.4	100.0
	.	19	.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5534   Missing cases   19

- -

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P13Q63
Col Position/Length: 155,1

FELORG89   I AM REALLY PART OF ARMY ORGANIZATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1011	18.2	18.3	18.3
AGREE	2	2956	53.2	53.4	71.7
NEUTRAL	3	1081	19.5	19.5	91.3
DISAGREE	4	408	7.3	7.4	98.6
STRONGLY DISAGREE	5	76	1.4	1.4	100.0
	.	21	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5532   Missing cases   21

- -

P13Q64
Col Position/Length: 156,1

REWARD89   REWARDING CAREER COMPENSATES FAMILY TIME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	268	4.8	4.8	4.8
AGREE	2	1313	23.6	23.8	28.6
NEUTRAL	3	1152	20.7	20.8	49.4
DISAGREE	4	2021	36.4	36.6	86.0
STRONGLY DISAGREE	5	774	13.9	14.0	100.0
	.	25	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5528   Missing cases   25

- -

P13Q65
Col Position/Length: 157,1

LIKWRK89   ADVANCE IN ARMY DOING WORK I LIKE BEST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	440	7.9	8.0	8.0
AGREE	2	2276	41.0	41.2	49.1
NEUTRAL	3	1531	27.6	27.7	76.8
DISAGREE	4	1000	18.0	18.1	94.9
STRONGLY DISAGREE	5	281	5.1	5.1	100.0
	.	25	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5528   Missing cases   25

- -

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P13066
Col Position/Length: 158,1

CARFAM89 ARMY PROVIDES GOOD FAMILY OPPORTUNITIES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	366	6.6	6.6	6.6
AGREE	2	2466	44.4	44.7	51.3
NEUTRAL	3	1704	30.7	30.9	82.2
DISAGREE	4	791	14.2	14.3	96.5
STRONGLY DISAGREE	5	194	3.5	3.5	100.0
	.	32	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5521   Missing cases   32

- -

P13067
Col Position/Length: 159,1

INTEND89 YOUR CURRENT CAREER INTENTIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
BEYOND 20 YEARS	1	1236	22.3	22.4	22.4
RETIRE AT 20 YEARS	2	1696	30.5	30.8	53.2
PAST OBLIGATION	3	1162	20.9	21.1	74.2
?? PAST OBLIGATION	4	567	10.2	10.3	84.5
PROBABLY LEAVE	5	395	7.1	7.2	91.7
DEFINITELY LEAVE	6	459	8.3	8.3	100.0
	.	38	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5515   Missing cases   38

- -

P13068
Col Position/Length: 160,1

CIVOPP89 DIFFICULT FINDING GOOD CIVILIAN JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	58	1.0	1.0	1.0
DIFFICULT	2	522	9.4	9.4	10.5
NOT DIFFICULT	3	1807	32.5	32.7	43.2
EASY	4	1593	28.7	28.8	72.0
VERY EASY	5	1551	27.9	28.0	100.0
	.	22	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5531   Missing cases   22

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P13Q69
Col Position/Length: 161,1

HARDGO89 DIFFICULT LEAVING THE ARMY NEXT YEAR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	472	8.5	8.5	8.5
DIFFICULT	2	1281	23.1	23.2	31.7
NOT DIFFICULT	3	1584	28.5	28.7	60.4
EASY	4	1151	20.7	20.8	81.2
VERY EASY	5	1037	18.7	18.8	100.0
	.	28	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5525   Missing cases   28

- -

P13Q70
Col Position/Length: 162,1

GOMONY89 FINANCIAL IMPACT IF UNEMPLOYED 2-3 MONTH

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	1118	20.1	20.2	20.2
DIFFICULT	2	1601	28.8	29.0	49.2
NOT DIFFICULT	3	1486	26.8	26.9	76.1
EASY	4	753	13.6	13.6	89.7
VERY EASY	5	571	10.3	10.3	100.0
	.	24	.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5529   Missing cases   24

- -

P14Q1
Col Position/Length: 163,1

DECPAY89 ARMY-PAY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1187	21.4	21.5	21.5
VERY IMPORTANT	2	1996	35.9	36.1	57.6
IMPORTANT	3	1912	34.4	34.6	92.2
SOMEWHAT IMPORTANT	4	376	6.8	6.8	99.0
UNIMPORTANT	5	53	1.0	1.0	100.0
	.	29	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5524   Missing cases   29

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P14Q2
Col Position/Length: 164,1

DECRET89 ARMY-RETIREMENT BENEFITS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1723	31.0	31.3	31.3
VERY IMPORTANT	2	2122	38.2	38.5	69.8
IMPORTANT	3	1275	23.0	23.1	93.0
SOMEWHAT IMPORTANT	4	329	5.9	6.0	98.9
UNIMPORTANT	5	59	1.1	1.1	100.0
	.	45	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5508   Missing cases   45

- -

P14Q3
Col Position/Length: 165,1

DECBEN89 ARMY-BENEFITS OTHER THAN RETIREMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	901	16.2	16.4	16.4
VERY IMPORTANT	2	1761	31.7	32.0	48.3
IMPORTANT	3	1830	33.0	33.2	81.5
SOMEWHAT IMPORTANT	4	856	15.4	15.5	97.1
UNIMPORTANT	5	162	2.9	2.9	100.0
	.	43	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5510   Missing cases   43

- -

P14Q4
Col Position/Length: 166,1

DECEDU89 ARMY-HELP CIVILIAN GRADUATE EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	712	12.8	12.9	12.9
VERY IMPORTANT	2	1492	26.9	27.1	40.0
IMPORTANT	3	1655	29.8	30.0	70.0
SOMEWHAT IMPORTANT	4	1039	18.7	18.9	88.9
UNIMPORTANT	5	612	11.0	11.1	100.0
	.	43	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5510   Missing cases   43

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P1405
Col Position/Length: 167,1

DECLIF89 ARMY-OVERALL STANDARD OF LIVING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	881	15.9	16.0	16.0
VERY IMPORTANT	2	2003	36.1	36.3	52.3
IMPORTANT	3	1987	35.8	36.0	88.4
SOMEWHAT IMPORTANT	4	516	9.3	9.4	97.7
UNIMPORTANT	5	125	2.3	2.3	100.0
	.	41	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5512   Missing cases   41

- -

P1406
Col Position/Length: 168,1

DECADV89 ARMY-OPPORTUNITY TO ADVANCE IN YOUR FIEL

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1702	30.7	30.9	30.9
VERY IMPORTANT	2	2379	42.8	43.1	74.0
IMPORTANT	3	1180	21.2	21.4	95.4
SOMEWHAT IMPORTANT	4	193	3.5	3.5	98.9
UNIMPORTANT	5	60	1.1	1.1	100.0
	.	39	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5514   Missing cases   39

- -

P1407
Col Position/Length: 169,1

DECJOB89 ARMY-OPPORTUNITY FOR JOB SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	2550	45.9	46.2	46.2
VERY IMPORTANT	2	2174	39.2	39.4	85.7
IMPORTANT	3	711	12.8	12.9	98.5
SOMEWHAT IMPORTANT	4	70	1.3	1.3	99.8
UNIMPORTANT	5	10	.2	.2	100.0
	.	38	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5515   Missing cases   38

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P1408
Col Position/Length: 170,1

DECCOW89 ARMY-QUALITY OF COWORKERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1034	18.6	18.9	18.9
VERY IMPORTANT	2	2238	40.3	40.8	59.7
IMPORTANT	3	1755	31.6	32.0	91.7
SOMEWHAT IMPORTANT	4	381	6.9	7.0	98.7
UNIMPORTANT	5	72	1.3	1.3	100.0
	.	73	1.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5480   Missing cases   73

- -

P1409
Col Position/Length: 171,1

DECAIM89 ARMY-FEELINGS ABOUT MISSION AND GOALS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1388	25.0	25.2	25.2
VERY IMPORTANT	2	2132	38.4	38.7	64.0
IMPORTANT	3	1571	28.3	28.5	92.5
SOMEWHAT IMPORTANT	4	353	6.4	6.4	98.9
UNIMPORTANT	5	60	1.1	1.1	100.0
	.	49	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5504   Missing cases   49

- -

P14Q10
Col Position/Length: 172,1

DECHRS89 ARMY-WORKING HOURS-SCHEDULE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	582	10.5	10.6	10.6
VERY IMPORTANT	2	1421	25.6	26.0	36.6
IMPORTANT	3	2077	37.4	38.0	74.6
SOMEWHAT IMPORTANT	4	1102	19.8	20.1	9/.8
UNIMPORTANT	5	287	5.2	5.2	100.0
	.	84	1.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5469   Missing cases   84

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P14Q11
Col Position/Length: 173,1

DECEMP89 ARMY-EMPLOYMENT-EDUCATION FOR SPOUSE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	636	11.5	11.6	11.6
VERY IMPORTANT	2	1321	23.8	24.1	35.7
IMPORTANT	3	1728	31.1	31.5	67.2
SOMEWHAT IMPORTANT	4	925	16.7	16.9	84.0
UNIMPORTANT	5	877	15.8	16.0	100.0
	.	66	1.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5487   Missing cases   66

- -

P14Q12
Col Position/Length: 174,1

DECSAT89 ARMY-SPOUSE OVERALL SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1886	34.0	34.4	34.4
VERY IMPORTANT	2	1945	35.0	35.4	69.8
IMPORTANT	3	1030	18.5	18.8	88.5
SOMEWHAT IMPORTANT	4	160	2.9	2.9	91.5
UNIMPORTANT	5	469	8.4	8.5	100.0
	.	63	1.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5490   Missing cases   63

- -

P14Q13
Col Position/Length: 175,1

DECYTH89 ARMY-QUALITY CHILDCARE-SCHOOLS-FACILITIE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1508	27.2	27.4	27.4
VERY IMPORTANT	2	1697	30.6	30.9	58.3
IMPORTANT	3	1111	20.0	20.2	78.5
SOMEWHAT IMPORTANT	4	312	5.6	5.7	84.2
UNIMPORTANT	5	867	15.6	15.8	100.0
	.	58	1.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5495   Missing cases   58

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P14Q14
Col Position/Length: 176,1

DECPER89 ARMY-TIME FOR PERSONAL-FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1780	32.1	32.3	32.3
VERY IMPORTANT	2	2077	37.4	37.7	70.0
IMPORTANT	3	1393	25.1	25.3	95.3
SOMEWHAT IMPORTANT	4	211	3.8	3.8	99.1
UNIMPORTANT	5	50	.9	.9	100.0
	.	42	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5511   Missing cases   42

- -

P14Q15
Col Position/Length: 177,1

DECMAT89 ARMY-LENGTH OF MATERNITY-PATERNITY LEAVE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	401	7.2	7.3	7.3
VERY IMPORTANT	2	674	12.1	12.3	19.6
IMPORTANT	3	1140	20.5	20.8	40.4
SOMEWHAT IMPORTANT	4	820	14.8	15.0	55.4
UNIMPORTANT	5	2443	44.0	44.6	100.0
	.	75	1.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5478   Missing cases   75

- -

P14Q16
Col Position/Length: 178,1

DECALL89 OVERALL QUALITY OF LIFE IN MILITARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1456	26.2	26.5	26.5
VERY IMPORTANT	2	2297	41.4	41.7	68.2
IMPORTANT	3	1515	27.3	27.5	95.7
SOMEWHAT IMPORTANT	4	194	3.5	3.5	99.3
UNIMPORTANT	5	40	.7	.7	100.0
	.	51	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5502   Missing cases   51

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SURVEY CODEBOOK

P14017
Col Position/Length: 179,1

DECETH89 ARMY-LEVEL OF INTEGRITY-PROFESSIONALISM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	2271	40.9	41.2	41.2
VERY IMPORTANT	2	2116	38.1	38.4	79.5
IMPORTANT	3	988	17.8	17.9	97.4
SOMEWHAT IMPORTANT	4	117	2.1	2.1	99.6
UNIMPORTANT	5	24	.4	.4	100.0
	.	37	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5516   Missing cases   37

- -

P14018
Col Position/Length: 180,1

DECFRE89 ARMY-PERSONAL FREEDOM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1027	18.5	18.7	18.7
VERY IMPORTANT	2	1963	35.4	35.7	54.3
IMPORTANT	3	1941	35.0	35.3	89.6
SOMEWHAT IMPORTANT	4	478	8.6	8.7	98.3
UNIMPORTANT	5	96	1.7	1.7	100.0
	.	48	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5505   Missing cases   48

- -

P14019
Col Position/Length: 181,1

DECSEC89 ARMY-JOB SECURITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1895	34.1	34.4	34.4
VERY IMPORTANT	2	1990	35.8	36.2	70.6
IMPORTANT	3	1259	22.7	22.9	93.5
SOMEWHAT IMPORTANT	4	277	5.0	5.0	98.5
UNIMPORTANT	5	81	1.5	1.5	100.0
	.	51	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5502   Missing cases   51

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

P14Q20
Col Position/Length: 182,1

DECMON89 ARMY-TOTAL FAMILY INCOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	1059	19.1	19.3	19.3
VERY IMPORTANT	2	2073	37.3	37.8	57.2
IMPORTANT	3	1927	34.7	35.2	92.3
SOMEWHAT IMPORTANT	4	312	5.6	5.7	98.0
UNIMPORTANT	5	108	1.9	2.0	100.0
	.	74	1.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5479   Missing cases   74

- -

P14Q21
Col Position/Length: 183,1

DECCIV89 CIVILIAN JOB ALTERNATIVES AVAILABLE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	822	14.8	14.9	14.9
VERY IMPORTANT	2	1405	25.3	25.5	40.4
IMPORTANT	3	1684	30.3	30.5	70.9
SOMEWHAT IMPORTANT	4	956	17.2	17.3	88.2
UNIMPORTANT	5	650	11.7	11.8	100.0
	.	36	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5517   Missing cases   36

- -

P14Q22
Col Position/Length: 184,1

DECSLO89 SLOW DOWN IN OFFICER PROMOTIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
EXTREMELY IMPORTANT	1	2027	36.5	36.8	36.8
VERY IMPORTANT	2	1587	28.6	28.8	65.5
IMPORTANT	3	1176	21.2	21.3	86.9
SOMEWHAT IMPORTANT	4	491	8.8	8.9	95.8
UNIMPORTANT	5	233	4.2	4.2	100.0
	.	39	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5514   Missing cases   39

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P14Q23
Col Position/Length: 185-186,2

DEC1ST89 FIRST MOST IMPORTANT FACTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PAY	1	667	12.0	12.5	12.5
RETIREMENT BENEFITS	2	329	5.9	6.2	18.7
OTHER BENEFITS	3	52	.9	1.0	19.7
EDUCATION ASSIST.	4	70	1.3	1.3	21.0
ARMY STANDARD LIVING	5	132	2.4	2.5	23.5
ADVANCE IN FIELD	6	392	7.1	7.4	30.8
JOB SATISFACTION	7	1101	19.8	20.7	51.5
QUALITY CO-WORKERS	8	33	.6	.6	52.1
FEEL ABOUT GOALS	9	236	4.2	4.4	56.5
WORK HOURS	10	44	.8	.8	57.4
SPOUSE SCHOOL-WORK	11	39	.7	.7	58.1
SPOUSE SATISFACTION	12	229	4.1	4.3	62.4
CHILDCARE-SCHOOLS	13	43	.8	.8	63.2
TIME FOR FAMILY	14	383	6.9	7.2	70.4
MATERNITY LEAVE	15	2	.0	.0	70.4
MILITARY LIFE	16	307	5.5	5.8	76.2
INTEGRITY	17	289	5.2	5.4	81.6
PERSONAL FREEDOM	18	72	1.3	1.4	83.0
JOB SECURITY	19	520	9.4	9.8	92.7
TOTAL INCOME	20	50	.9	.9	93.7
CIVILIAN JOBS	21	60	1.1	1.1	94.8
SLOW PROMOTIONS	22	277	5.0	5.2	100.0
	.	226	4.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5327   Missing cases   226

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P14Q24
Col Position/Length: 187-188,2

DEC2ND89 SECOND MOST IMPORTANT FACTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PAY	1	519	9.3	9.7	9.7
RETIREMENT BENEFITS	2	451	8.1	8.5	18.2
OTHER BENEFITS	3	131	2.4	2.5	20.7
EDUCATION ASSIST.	4	100	1.8	1.9	22.5
ARMY STANDARD LIVING	5	178	3.2	3.3	25.9
ADVANCE IN FIELD	6	426	7.7	8.0	33.9
JOB SATISFACTION	7	569	10.2	10.7	44.5
QUALITY CO-WORKERS	8	93	1.7	1.7	46.3
FEEL ABOUT GOALS	9	270	4.9	5.1	51.4
WORK HOURS	10	123	2.2	2.3	53.7
SPOUSE SCHOOL-WORK	11	57	1.0	1.1	54.7
SPOUSE SATISFACTION	12	466	8.4	8.7	63.5
CHILDCARE-SCHOOLS	13	96	1.7	1.8	65.3
TIME FOR FAMILY	14	378	6.8	7.1	72.4
MATERNITY LEAVE	15	14	.3	.3	72.6
MILITARY LIFE	16	252	4.5	4.7	77.4
INTEGRITY	17	344	6.2	6.5	83.8
PERSONAL FREEDOM	18	96	1.7	1.8	85.6
JOB SECURITY	19	327	5.9	6.1	91.8

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TOTAL INCOME                 20        87      1.6      1.6      93.4
CIVILIAN JOBS                21       113      2.0      2.1      95.5
SLOW PROMOTIONS              22       239      4.3      4.5     100.0
                             .        224      4.0    Missing
                                    -------  -------  -------
                           Total     5553    100.0    100.0
Valid cases    5329   Missing cases    224
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P14Q25
Col Position/Length: 189-190,2

DEC3RD89   THIRD MOST IMPORTANT FACTOR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
PAY	1	411	7.4	7.7	7.7
RETIREMENT BENEFITS	2	416	7.5	7.8	15.6
OTHER BENEFITS	3	208	3.7	3.9	19.5
EDUCATION ASSIST.	4	135	2.4	2.5	22.0
ARMY STANDARD LIVING	5	185	3.3	3.5	25.5
ADVANCE IN FIELD	6	362	6.5	6.8	32.3
JOB SATISFACTION	7	408	7.3	7.7	40.0
QUALITY CO-WORKERS	8	117	2.1	2.2	42.2
FEEL ABOUT GOALS	9	227	4.1	4.3	46.4
WORK HOURS	10	123	2.2	2.3	48.7
SPOUSE SCHOOL-WORK	11	66	1.2	1.2	50.0
SPOUSE SATISFACTION	12	382	6.9	7.2	57.2
CHILDCARE-SCHOOLS	13	139	2.5	2.6	59.8
TIME FOR FAMILY	14	393	7.1	7.4	67.2
MATERNITY LEAVE	15	8	.1	.2	67.3
MILITARY LIFE	16	368	6.6	6.9	74.2
INTEGRITY	17	347	6.2	6.5	80.8
PERSONAL FREEDOM	18	138	2.5	2.6	83.4
JOB SECURITY	19	343	6.2	6.4	89.8
TOTAL INCOME	20	88	1.6	1.7	91.5
CIVILIAN JOBS	21	146	2.6	2.7	94.2
SLOW PROMOTIONS	22	308	5.5	5.8	100.0
	.	235	4.2	Missing	

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                                    -------  -------  -------
                           Total     5553    100.0    100.0
Valid cases    5318   Missing cases    235
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SURVEY CODEBOOK

P14026
Col Position/Length: 191,1

CIVPAY89 CIVILIAN-PAY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	184	3.3	3.3	3.3
LITTLE BETTER ARMY	2	470	8.5	8.6	11.9
ABOUT THE SAME	3	801	14.4	14.6	26.5
BETTER CIVILIAN	4	1849	33.3	33.7	60.1
MUCH BETTER CIVILIAN	5	2151	38.7	39.2	99.3
DO NOT KNOW	6	39	.7	.7	100.0
	.	59	1.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5494   Missing cases   59

- -

P14027
Col Position/Length: 192,1

CIVRET89 CIVILIAN-RETIREMENT BENEFITS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	911	16.4	16.6	16.6
LITTLE BETTER ARMY	2	1976	35.6	36.0	52.5
ABOUT THE SAME	3	1400	25.2	25.5	78.0
BETTER CIVILIAN	4	597	10.8	10.9	88.9
MUCH BETTER CIVILIAN	5	309	5.6	5.6	94.5
DO NOT KNOW	6	301	5.4	5.5	100.0
	.	59	1.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5494   Missing cases   59

- -

P14028
Col Position/Length: 193,1

CIVBEN89 CIVILIAN-BENEFITS OTHER THAN RETIREMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	810	14.6	14.9	14.9
LITTLE BETTER ARMY	2	2043	36.8	37.7	52.6
ABOUT THE SAME	3	1170	21.1	21.6	74.2
BETTER CIVILIAN	4	673	12.1	12.4	86.6
MUCH BETTER CIVILIAN	5	433	7.8	8.0	94.6
DO NOT KNOW	6	291	5.2	5.4	100.0
	.	133	2.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5420   Missing cases   133

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P14Q29
Col Position/Length: 194,1

CIVEDU89 CIV-ASSIST CIVILIAN GRADUATE EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	679	12.2	12.4	12.4
LITTLE BETTER ARMY	2	1748	31.5	31.9	44.3
ABOUT THE SAME	3	1536	27.7	28.0	72.3
BETTER CIVILIAN	4	626	11.3	11.4	83.7
MUCH BETTER CIVILIAN	5	319	5.7	5.8	89.6
DO NOT KNOW	6	572	10.3	10.4	100.0
	.	73	1.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5480   Missing cases   73

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P14Q30
Col Position/Length: 195,1

CIVLIF89 CIVILIAN-OVERALL STANDARD OF LIVING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	104	1.9	1.9	1.9
LITTLE BETTER ARMY	2	460	8.3	8.4	10.4
ABOUT THE SAME	3	1599	28.8	29.3	39.7
BETTER CIVILIAN	4	1989	35.8	36.5	76.2
MUCH BETTER CIVILIAN	5	1229	22.1	22.6	98.8
DO NOT KNOW	6	68	1.2	1.2	100.0
	.	104	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5449   Missing cases   104

- -

P14Q31
Col Position/Length: 196,1

CIVADV89 CIV-OPPORTUNITY TO ADVANCE IN YOUR FIELD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	246	4.4	4.5	4.5
LITTLE BETTER ARMY	2	948	17.1	17.3	21.8
ABOUT THE SAME	3	1634	29.4	29.8	51.5
BETTER CIVILIAN	4	1364	24.6	24.9	76.4
MUCH BETTER CIVILIAN	5	1011	18.2	18.4	94.8
DO NOT KNOW	6	283	5.1	5.2	100.0
	.	67	1.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5486   Missing cases   67

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P14Q32
Col Position/Length: 197,1

CIVJOB89 CIVILIAN-OPPORTUNITY FOR JOB SATISFACTIO

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	419	7.5	7.6	7.6
LITTLE BETTER ARMY	2	1075	19.4	19.6	27.3
ABOUT THE SAME	3	2088	37.6	38.1	65.4
BETTER CIVILIAN	4	892	16.1	16.3	81.7
MUCH BETTER CIVILIAN	5	774	13.9	14.1	95.8
DO NOT KNOW	6	230	4.1	4.2	100.0
	.	75	1.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5478   Missing cases   75

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P14Q33
Col Position/Length: 198,1

CIVCOW89 CIVILIAN-QUALITY OF CO-WORKERS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	352	6.3	6.5	6.5
LITTLE BETTER ARMY	2	1378	24.8	25.3	31.8
ABOUT THE SAME	3	2338	42.1	42.9	74.7
BETTER CIVILIAN	4	723	13.0	13.3	88.0
MUCH BETTER CIVILIAN	5	301	5.4	5.5	93.5
DO NOT KNOW	6	353	6.4	6.5	100.0
	.	108	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5445   Missing cases   108

- -

P14Q34
Col Position/Length: 199,1

CIVAIM89 FEELINGS ABOUT CIVILIAN MISSION-GOALS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	894	16.1	16.3	16.3
LITTLE BETTER ARMY	2	1778	32.0	32.5	48.8
ABOUT THE SAME	3	1783	32.1	32.6	81.4
BETTER CIVILIAN	4	413	7.4	7.5	89.0
MUCH BETTER CIVILIAN	5	226	4.1	4.1	93.1
DO NOT KNOW	6	377	6.8	6.9	100.0
	.	82	1.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5471   Missing cases   82

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P14Q35
Col Position/Length: 200,1

CIVHRS89 CIVILIAN-WORKING HOURS-SCHEDULE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	81	1.5	1.5	1.5
LITTLE BETTER ARMY	2	211	3.8	3.9	5.4
ABOUT THE SAME	3	871	15.7	16.0	21.3
BETTER CIVILIAN	4	1892	34.1	34.7	56.0
MUCH BETTER CIVILIAN	5	2311	41.6	42.4	98.4
DO NOT KNOW	6	88	1.6	1.6	100.0
	.	99	1.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5454   Missing cases   99

- -

P14Q36
Col Position/Length: 201,1

CIVEMP89 CIVILIAN-EMPLOYMENT-EDUCATION FOR SPOUSE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	154	2.8	2.8	2.8
LITTLE BETTER ARMY	2	498	9.0	9.1	12.0
ABOUT THE SAME	3	1453	26.2	26.6	38.6
BETTER CIVILIAN	4	1047	18.9	19.2	57.8
MUCH BETTER CIVILIAN	5	1328	23.9	24.3	82.1
DO NOT KNOW	6	974	17.5	17.9	100.0
	.	99	1.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5454   Missing cases   99

- -

P14Q37
Col Position/Length: 202,1

CIVSAT89 CIVILIAN-SPOUSE OVERALL SATISFACTION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	119	2.1	2.2	2.2
LITTLE BETTER ARMY	2	483	8.7	8.9	11.1
ABOUT THE SAME	3	1376	24.8	25.4	36.5
BETTER CIVILIAN	4	1380	24.9	25.5	61.9
MUCH BETTER CIVILIAN	5	1197	21.6	22.1	84.0
DO NOT KNOW	6	866	15.6	16.0	100.0
	.	132	2.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5421   Missing cases   132

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P14Q38
Col Position/Length: 203,1

CIVYTH89 CIV-QUALITY CHILDCARE-SCHOOLS-FACILITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	148	2.7	2.7	2.7
LITTLE BETTER ARMY	2	715	12.9	13.1	15.8
ABOUT THE SAME	3	1559	28.1	28.6	44.5
BETTER CIVILIAN	4	1123	20.2	20.6	65.1
MUCH BETTER CIVILIAN	5	787	14.2	14.4	79.5
DO NOT KNOW	6	1116	20.1	20.5	100.0
	.	105	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5448   Missing cases   105

- -

P14Q39
Col Position/Length: 204,1

CIVPER89 CIVILIAN-TIME FOR PERSONAL-FAMILY LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	58	1.0	1.1	1.1
LITTLE BETTER ARMY	2	176	3.2	3.2	4.3
ABOUT THE SAME	3	828	14.9	15.2	19.5
BETTER CIVILIAN	4	2013	36.3	36.9	56.4
MUCH BETTER CIVILIAN	5	2251	40.5	41.3	97.7
DO NOT KNOW	6	124	2.2	2.3	100.0
	.	103	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5450   Missing cases   103

- -

P14Q40
Col Position/Length: 205,1

CIVMAT89 CIV-LENGTH OF MATERNITY-PATERNITY LEAVE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	162	2.9	3.0	3.0
LITTLE BETTER ARMY	2	526	9.5	9.7	12.7
ABOUT THE SAME	3	1295	23.3	23.9	36.5
BETTER CIVILIAN	4	556	10.0	10.2	46.8
MUCH BETTER CIVILIAN	5	460	8.3	8.5	55.3
DO NOT KNOW	6	2429	43.7	44.7	100.0
	.	125	2.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5428   Missing cases   125

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P14041
Col Position/Length: 206,1

CIVALL89 CIVILIAN-OVERALL QUALITY OF LIFE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	117	2.1	2.2	2.2
LITTLE BETTER ARMY	2	635	11.4	11.7	13.8
ABOUT THE SAME	3	1670	30.1	30.7	44.5
BETTER CIVILIAN	4	1904	34.3	35.0	79.6
MUCH BETTER CIVILIAN	5	920	16.6	16.9	96.5
DO NOT KNOW	6	191	3.4	3.5	100.0
	.	116	2.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   5437   Missing cases   116

- -

P14042
Col Position/Length: 207,1

CIVETH89 CIVILIAN-INTEGRITY-PROFESSIONALISM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	846	15.2	15.5	15.5
LITTLE BETTER ARMY	2	2067	37.2	37.8	53.3
ABOUT THE SAME	3	1700	30.6	31.1	84.4
BETTER CIVILIAN	4	313	5.6	5.7	90.2
MUCH BETTER CIVILIAN	5	151	2.7	2.8	92.9
DO NOT KNOW	6	387	7.0	7.1	100.0
	.	89	1.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5464   Missing cases   89

- -

P14043
Col Position/Length: 208,1

CIVFRE89 CIVILIAN-PERSONAL FREEDOM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	97	1.7	1.8	1.8
LITTLE BETTER ARMY	2	323	5.8	5.9	7.7
ABOUT THE SAME	3	1183	21.3	21.7	29.4
BETTER CIVILIAN	4	1849	33.3	33.9	63.2
MUCH BETTER CIVILIAN	5	1805	32.5	33.1	96.3
DO NOT KNOW	6	201	3.6	3.7	100.0
	.	95	1.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5458   Missing cases   95

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P14044
Col Position/Length: 209,1

CIVSEC89   CIVILIAN-JOB SECURITY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	584	10.5	10.7	10.7
LITTLE BETTER ARMY	2	1937	34.9	35.4	46.1
ABOUT THE SAME	3	1847	33.3	33.8	79.9
BETTER CIVILIAN	4	545	9.8	10.0	89.8
MUCH BETTER CIVILIAN	5	222	4.0	4.1	93.9
DO NOT KNOW	6	335	6.0	6.1	100.0
	.	83	1.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5470   Missing cases   83

- -

P14045
Col Position/Length: 210,1

CIVMON89   CIVILIAN-TOTAL FAMILY INCOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
MUCH BETTER ARMY	1	114	2.1	2.1	2.1
LITTLE BETTER ARMY	2	344	6.2	6.3	8.4
ABOUT THE SAME	3	878	15.8	16.1	24.5
BETTER CIVILIAN	4	1813	32.6	33.2	57.7
MUCH BETTER CIVILIAN	5	2073	37.3	38.0	95.6
DO NOT KNOW	6	240	4.3	4.4	100.0
	.	91	1.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5462   Missing cases   91

- -

P15Q1
Col Position/Length: 211-212,2

EXPFLD89   TIME AWAY FROM HOME IN A YEAR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	34	.6	.6	.6
	1	74	1.3	1.3	2.0
	2	252	4.5	4.6	6.5
	3	192	3.5	3.5	10.0
	4	416	7.5	7.6	17.6
	5	141	2.5	2.6	20.1
	6	299	5.4	5.4	25.6
	7	64	1.2	1.2	26.7
	8	454	8.2	8.2	35.0
	9	95	1.7	1.7	36.7
	10	601	10.8	10.9	47.6
	11	28	.5	.5	48.1
	12	721	13.0	13.1	61.2
	13	67	1.2	1.2	62.4
	14	98	1.8	1.8	64.2

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15	350	6.3	6.4	70.6
16	271	4.9	4.9	75.5
17	48	.9	.9	76.4
18	130	2.3	2.4	78.7
19	21	.4	.4	79.1
20	579	10.4	10.5	89.6
21	15	.3	.3	89.9
22	48	.9	.9	90.8
23	18	.3	.3	91.1
24	84	1.5	1.5	92.6
25	109	2.0	2.0	94.6
26	81	1.5	1.5	96.1
27	10	.2	.2	96.2
28	16	.3	.3	96.5
29	2	.0	.0	96.6
30	92	1.7	1.7	98.2
31	2	.0	.0	98.3
32	13	.2	.2	98.5
33	1	.0	.0	98.5
34	2	.0	.0	98.6
35	28	.5	.5	99.1
36	16	.3	.3	99.4
37	2	.0	.0	99.4
38	3	.1	.1	99.5
39	3	.1	.1	99.5
40	17	.3	.3	99.8
45	1	.0	.0	99.8
48	1	.0	.0	99.9
50	3	.1	.1	99.9
52	5	.1	.1	100.0
.	46	.8	Missing	
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Total	5553	100.0	100.0	

Valid cases   5507   Missing cases   46

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P15Q2
Col Position/Length: 213,1

EXPSEP89 UNACCOMPANIED TOURS IN 20 YEARS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NONE	1	688	12.4	12.5	12.5
ONE	2	2027	36.5	36.7	49.2
TWO	3	1798	32.4	32.6	81.8
THREE	4	633	11.4	11.5	93.2
FOUR	5	239	4.3	4.3	97.6
FIVE	6	62	1.1	1.1	98.7
SIX	7	34	.6	.6	99.3
SEVEN OR MORE	8	38	.7	.7	100.0
	.	34	.6	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   5519   Missing cases   34

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P15Q3
Col Position/Length: 214,1

EXPADJ89 ARMY FLEXIBILITY FOR HOURS OR TIME OFF

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO FLEXIBILITY	1	567	10.2	10.3	10.3
LITTLE FLEXIBILITY	2	1637	29.5	29.6	39.9
SOME FLEXIBILITY	3	2247	40.5	40.7	80.6
LOT OF FLEXIBILITY	4	973	17.5	17.6	98.2
TOTAL FLEXIBILITY	5	99	1.8	1.8	100.0
	.	30	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5523   Missing cases   30

- -

P15Q4
Col Position/Length: 215,1

EXPCON89 CONTROL OVER TIMING FOR TRIPS OR JOBS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO CONTROL	1	2498	45.0	45.2	45.2
LITTLE CONTROL	2	1731	31.2	31.3	76.6
SOME CONTROL	3	1109	20.0	20.1	96.7
A LOT OF CONTROL	4	167	3.0	3.0	99.7
TOTAL CONTROL	5	18	.3	.3	100.0
	.	30	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5523   Missing cases   30

- -

P15Q5
Col Position/Length: 216,1

EXPDIS89 PLANS DISRUPTED BY ARMY JOB DEMANDS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SELDOM	1	367	6.6	6.6	6.6
OCCASIONALLY	2	2500	45.0	45.2	51.9
HALF THE TIME	3	958	17.3	17.3	69.2
FREQUENTLY	4	1432	25.8	25.9	95.1
ALMOST ALWAYS	5	269	4.8	4.9	100.0
	.	27	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5526   Missing cases   27

- -

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P15Q6
Col Position/Length: 217,1

ACCWKS89 FEELINGS ON TIME AWAY FROM HOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	337	6.1	6.1	6.1
SOMEWHAT RELUCTANT	2	925	16.7	16.8	22.9
MIXED FEELINGS	3	1332	24.0	24.1	47.0
SOMEWHAT WILLING	4	1791	32.3	32.4	79.4
VERY WILLING	5	1136	20.5	20.6	100.0
	.	32	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5521   Missing cases   32

. . . .

P15Q7
Col Position/Length: 218,1

ACCSEP89 FEELINGS ON UNACCOMPANIED TOURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	1320	23.8	23.9	23.9
SOMEWHAT RELUCTANT	2	1205	21.7	21.8	45.8
MIXED FEELINGS	3	1085	19.5	19.7	65.4
SOMEWHAT WILLING	4	1301	23.4	23.6	89.0
VERY WILLING	5	605	10.9	11.0	100.0
	.	37	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5516   Missing cases   37

. . . .

P15Q8
Col Position/Length: 219,1

ACCADJ89 FEELINGS ON FLEXIBILITY IN SCHEDULE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	269	4.8	4.9	4.9
SOMEWHAT RELUCTANT	2	1062	19.1	19.3	24.2
MIXED FEELINGS	3	1330	24.0	24.1	48.3
SOMEWHAT WILLING	4	1825	32.9	33.1	81.4
VERY WILLING	5	1025	18.5	18.6	100.0
	.	42	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5511   Missing cases   42

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P15Q9
Col Position/Length: 220,1

ACCCON89   FEELINGS ON TIMING OF TRIPS-JOBS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	359	6.5	6.5	6.5
SOMEWHAT RELUCTANT	2	1370	24.7	24.9	31.4
MIXED FEELINGS	3	1445	26.0	?6.2	57.6
SOMEWHAT WILLING	4	1768	31.8	32.1	89.7
VERY WILLING	5	570	10.3	10.3	100.0
	.	41	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5512   Missing cases   41

- -

P15Q10
Col Position/Length: 221,1

ACCDIS89   FEELINGS ON PLANS DISRUPTED BY JOB-ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	634	11.4	11.5	11.5
SOMEWHAT RELUCTANT	2	1727	31.1	31.3	42.8
MIXED FEELINGS	3	1365	24.6	24.8	67.6
SOMEWHAT WILLING	4	1410	25.4	25.6	93.2
VERY WILLING	5	377	6.8	6.8	100.0
	.	40	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5513   Missing cases   40

- -

P15Q11
Col Position/Length: 222,1

ACCPCS89   FEELINGS ON TIME BETWEEN EACH PCS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	200	3.6	3.6	3.6
SOMEWHAT RELUCTANT	2	617	11.1	11.?	14.8
MIXED FEELINGS	3	1257	22.6	22.	37.6
SOMEWHAT WILLING	4	2192	39.5	39.8	77.4
VERY WILLING	5	1247	22.5	22.6	100.0
	.	40	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5513   Missing cases   40

- -

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P15Q12
Col Position/Length: 223,1

ACCTIM89 FEELINGS ON NUMBER OF PCS MOVES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	257	4.6	4.7	4.7
SOMEWHAT RELUCTANT	2	790	14.2	14.3	19.0
MIXED FEELINGS	3	1111	20.0	20.1	39.1
SOMEWHAT WILLING	4	2118	38.1	38.4	77.5
VERY WILLING	5	1238	22.3	22.5	100.0
	.	39	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5514   Missing cases   39

- -

P16Q1
Col Position/Length: 224,1

SPFWKS89 SPOUSE-NUMBER OF WEEKS AWAY FROM HOME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	734	13.2	17.9	17.9
SOMEWHAT RELUCTANT	2	1370	24.7	33.4	51.3
MIXED FEELINGS	3	682	12.3	16.6	67.9
SOMEWHAT WILLING	4	1022	18.4	24.9	92.8
VERY WILLING	5	297	5.3	7.2	100.0
	.	1448	26.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   4105   Missing cases   1448

- -

P16Q2
Col Position/Length: 225,1

SPFSEP89 SPOUSE-NUMBER UNACCOMPANIED TOURS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	2007	36.1	48.9	48.9
SOMEWHAT RELUCTANT	2	1020	18.4	24.8	73.7
MIXED FEELINGS	3	453	8.2	11.0	84.7
SOMEWHAT WILLING	4	475	8.6	11.6	96.3
VERY WILLING	5	153	2.8	3.7	100.0
	.	1445	26.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   4108   Missing cases   1445

- -

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P1603
Col Position/Length: 226,1

SPFADJ89 SPOUSE-FLEXIBILITY TO SCHEDULE TIME OFF

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	395	7.1	9.6	9.6
SOMEWHAT RELUCTANT	2	1096	19.7	26.7	36.4
MIXED FEELINGS	3	937	16.9	22.9	59.2
SOMEWHAT WILLING	4	1253	22.6	30.6	89.8
VERY WILLING	5	418	7.5	10.2	100.0
	.	1454	26.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   4099   Missing cases   1454

- -

P1604
Col Position/Length: 227,1

SPFCON89 SPOUSE-CONTROL OVER TIMING OF TRIPS-JOBS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	488	8.8	11.9	11.9
SOMEWHAT RELUCTANT	2	1340	24.1	32.7	44.7
MIXED FEELINGS	3	913	16.4	22.3	67.0
SOMEWHAT WILLING	4	1135	20.4	27.7	94.7
VERY WILLING	5	217	3.9	5.3	100.0
	.	1460	26.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   4093   Missing cases   1460

- -

P1605
Col Position/Length: 228,1

SPFDIS89 SPOUSE-PLANS DISRUPTED BY JOB-ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	779	14.0	19.0	19.0
SOMEWHAT RELUCTANT	2	1500	27.0	36.7	55.7
MIXED FEELINGS	3	800	14.4	19.6	75.3
SOMEWHAT WILLING	4	852	15.3	20.8	96.1
VERY WILLING	5	160	2.9	3.9	100.0
	.	1462	26.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   4091   Missing cases   1462

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P1606
Col Position/Length: 229,1

SPFPCS89 SPOUSE-TIME ON LOCATION BETWEEN A PCS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	242	4.4	5.9	5.9
SOMEWHAT RELUCTANT	2	536	9.7	13.1	19.0
MIXED FEELINGS	3	912	16.4	22.3	41.3
SOMEWHAT WILLING	4	1643	29.6	40.2	81.5
VERY WILLING	5	755	13.6	18.5	100.0
	.	1465	26.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   4088   Missing cases   1465

- -

P1607
Col Position/Length: 230,1

SPFNUM89 SPOUSE-NUMBER OF CAREER PCS MOVES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	352	6.3	8.6	8.6
SOMEWHAT RELUCTANT	2	651	11.7	15.9	24.5
MIXED FEELINGS	3	835	15.0	20.4	45.0
SOMEWHAT WILLING	4	1550	27.9	37.9	82.9
VERY WILLING	5	698	12.6	17.1	100.0
	.	1467	26.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   4086   Missing cases   1467

- -

P1608
Col Position/Length: 231,1

SPFOBL89 SOCIAL OBLIGATIONS PREFORMED BY SPOUSE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	791	14.2	19.4	19.4
SOMEWHAT RELUCTANT	2	757	13.6	18.5	37.9
MIXED FEELINGS	3	854	15.4	20.9	58.8
SOMEWHAT WILLING	4	1170	21.1	28.6	87.4
VERY WILLING	5	515	9.3	12.6	100.0
	.	1466	26.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   4087   Missing cases   1466

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P1609
Col Position/Length: 232,1

SPFANX89 SPOUSE-FEELS ABOUT UNCERTAINTY OF ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY RELUCTANT	1	548	9.9	13.4	13.4
SOMEWHAT RELUCTANT	2	1136	20.5	27.7	41.1
MIXED FEELINGS	3	953	17.2	23.3	64.4
SOMEWHAT WILLING	4	1103	19.9	26.9	91.3
VERY WILLING	5	355	6.4	8.7	100.0
	.	1458	26.3	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	

Valid cases   4095   Missing cases   1458

- -

P16010
Col Position/Length: 233-234,2

YRIWED89 YEAR YOU WERE MARRIED OR EXPECT TO BE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	50	8	.1	.2	.2
	52	1	.0	.0	.2
	53	2	.0	.0	.3
	54	1	.0	.0	.3
	58	1	.0	.0	.3
	61	4	.1	.1	.4
	62	1	.0	.0	.4
	64	4	.1	.1	.5
	65	1	.0	.0	.6
	66	1	.0	.0	.6
	67	2	.0	.0	.6
	68	7	.1	.2	.8
	69	9	.2	.2	1.0
	70	8	.1	.2	1.2
	71	17	.3	.4	1.6
	72	31	.6	.8	2.4
	73	22	.4	.5	2.9
	74	28	.5	.7	3.6
	75	41	.7	1.0	4.6
	76	37	.7	.9	5.5
	77	58	1.0	1.4	6.9
	78	51	.9	1.2	8.2
	79	78	1.4	1.9	10.1
	80	178	3.2	4.3	14.4
	81	231	4.2	5.6	20.1
	82	257	4.6	6.3	26.4
	83	305	5.5	7.5	33.8
	84	347	6.2	8.5	42.3
	85	409	7.4	10.0	52.3
	86	425	7.7	10.4	62.7
	87	427	7.7	10.4	73.1
	88	417	7.5	10.2	83.3
	89	353	6.4	8.6	91.9
	90	208	3.7	5.1	97.0
	91	90	1.6	2.2	99.2

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                          92        24       .4        .6      99.8
                          93         5       .1        .1      99.9
                          94         2       .0        .0     100.0
                          95         2       .0        .0     100.0
                           .      1460      26.3    Missing
                                -------   -------   -------
                          Total   5553     100.0     100.0
Valid cases    4093   Missing cases   1460
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P16011
Col Position/Length: 235,1

SPEXPT89 FAMILY CURRENTLY EXPECTING A CHILD

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	470	8.5	11.5	11.5
NO	2	3631	65.4	88.5	100.0
	.	1452	26.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   4101   Missing cases   1452

- -

P16012
Col Position/Length: 236,1

SPAWAY89 SPOUSE LIVE DIFFERENT GEOGRAPHIC AREA

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	469	8.4	11.4	11.4
NO	2	3637	65.5	88.6	100.0
	.	1447	26.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   4106   Missing cases   1447

- -

P16013
Col Position/Length: 237,1

SPOPAR89 SPOUSES PARENT CAREER ACTIVE MILITARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	740	13.3	18.0	18.0
NO	2	3354	60.4	81.8	99.8
DONT KNOW	3	8	.1	.2	100.0
	.	1451	26.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   4102   Missing cases   1451

- -

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P16Q14
Col Position/Length: 238,1

SPBORN89 BEST DESCRIBES SPOUSE FAMILY BACKGROUND

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
OUTSIDE USA	1	351	6.3	8.6	8.6
AMERICAN-MILITARY	2	727	13.1	17.7	26.3
AMERICAN-CIVILIAN	3	3026	54.5	73.7	100.0
	.	1449	26.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   4104   Missing cases   1449

- -

P17Q15
Col Position/Length: 239,1

SPINSV89 SPOUSE EVER SERVED IN THE MILITARY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO	1	2704	48.7	65.8	65.8
YES-LEFT BEFORE	2	186	3.3	4.5	70.3
YES-LEFT AFTER	3	251	4.5	6.1	76.4
YES-STILL-INTEND OUT	4	168	3.0	4.1	80.5
YES-STILL UNDECIDED	5	282	5.1	6.9	87.4
YES-STAYING IN	6	520	9.4	12.6	100.0
	.	1442	26.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   4111   Missing cases   1442

- -

P17Q16
Col Position/Length: 240,1

SPEDUC89 HIGHEST LEVEL OF EDUCATION SPOUSE HAS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
< H.S. DEGREE	1	18	.3	.4	.4
H.S. DEGREE	2	271	4.9	6.6	7.0
SOME COLLEGE	3	867	15.6	21.1	28.1
2 YEAR-TECH. DEGREE	4	421	7.6	10.2	38.4
4 YEAR COLLEGE	5	1620	29.2	39.4	77.8
SOME GRADUATE	6	416	7.5	10.1	88.0
MASTER DEGREE	7	371	6.7	9.0	97.0
DOCTORATE	8	124	2.2	3.0	100.0
	.	1445	26.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   4108   Missing cases   1445

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P17Q17
Col Position/Length: 241,1

SPPLAN89 SPOUSE PLAN ADDITIONAL EDUCATION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO	1	811	14.6	19.8	19.8
YES-H.S. DIPLOMA	2	13	.2	.3	20.1
YES-A.A. DEGREE	3	238	4.3	5.8	25.9
YES-BACHELOR DEGREE	4	968	17.4	23.6	49.5
YES-MASTER DEGREE	5	1722	31.0	42.0	91.5
YES-DOCTORATE	6	347	6.2	8.5	100.0
	.	1454	26.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   4099   Missing cases   1454

- -

P17Q18
Col Position/Length: 242,1

SPINED89 SPOUSE CURRENTLY IN SCHOOL

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO	1	3370	60.7	82.0	82.0
YES, PART-TIME	2	463	8.3	11.3	93.3
YES, FULL TIME	3	276	5.0	6.7	100.0
	.	1444	26.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   4109   Missing cases   1444

- -

P17Q19
Col Position/Length: 243,1

SPWORK89 SPOUSE CURRENTLY HAVE A PAYING JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO-NOT INTERESTED	1	819	14.7	19.9	19.9
NO-NO SUITABLE JOB	2	427	7.7	10.4	30.3
NO-WANT-NOT LOOKING	3	306	5.5	7.5	37.8
YES-UNDER 20 HOURS	4	301	5.4	7.3	45.1
YES-20-34 HOURS	5	294	5.3	7.2	52.3
YES-35-40 HOURS	6	651	11.7	15.9	68.1
YES-OVER 40 HOURS	7	1309	23.6	31.9	100.0
	.	1446	26.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   4107   Missing cases   1446

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P17Q20
Col Position/Length: 244,1

SPUNDR89 DO YOU FEEL SPOUSE IS UNDEREMPLOYED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	1100	19.8	27.2	27.2
NO	2	1473	26.5	36.4	63.7
NOT WORKING	3	1469	26.5	36.3	100.0
	.	1511	27.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   4042   Missing cases   1511

- -

P17Q21
Col Position/Length: 245,1

SPPROF89   SPOUSE WORKING AT PROFESSIONAL LEVEL JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NOT APPLICABLE	1	1404	25.3	34.6	34.6
YES	2	1809	32.6	44.6	79.2
NO	3	846	15.2	20.8	100.0
	.	1494	26.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   4059   Missing cases   1494

- -

P17Q22
Col Position/Length: 246-247,2

SPMONY89 SPOUSE 1988 GROSS SALARY IN THOUSANDS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	998	18.0	25.7	25.7
	1	95	1.7	2.4	28.1
	2	123	2.2	3.2	31.3
	3	96	1.7	2.5	33.8
	4	79	1.4	2.0	35.8
	5	121	2.2	3.1	38.9
	6	102	1.8	2.6	41.6
	7	62	1.1	1.6	43.2
	8	84	1.5	2.2	45.3
	9	46	.8	1.2	46.5
	10	155	2.8	4.0	50.5
	11	30	.5	.8	51.3
	12	95	1.7	2.4	53.7
	13	35	.6	.9	54.6
	14	64	1.2	1.6	56.3
	15	112	2.0	2.9	59.1
	16	69	1.2	1.8	60.9
	17	55	1.0	1.4	62.3
	18	94	1.7	2.4	64.8
	19	39	.7	1.0	65.8
	20	168	3.0	4.3	70.1

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21	42	.8	1.1	71.2
22	66	1.2	1.7	72.9
23	49	.9	1.3	74.1
24	73	1.3	1.9	76.0
25	145	2.6	3.7	79.7
26	57	1.0	1.5	81.2
27	43	.8	1.1	82.3
28	70	1.3	1.8	84.1
29	22	.4	.6	84.7
30	153	2.8	3.9	88.6
31	20	.4	.5	89.1
32	33	.6	.8	90.0
33	25	.5	.6	90.6
34	18	.3	.5	91.1
35	84	1.5	2.2	93.3
36	42	.8	1.1	94.3
37	20	.4	.5	94.9
38	22	.4	.6	95.4
39	5	.1	.1	95.5
40	57	1.0	1.5	97.0
41	9	.2	.2	97.2
42	13	.2	.3	97.6
43	4	.1	.1	97.7
44	1	.0	.0	97.7
45	18	.3	.5	98.2
46	4	.1	.1	98.3
47	1	.0	.0	98.3
48	2	.0	.1	98.4
50	17	.3	.4	98.8
51	2	.0	.1	98.8
52	2	.0	.1	98.9
53	1	.0	.0	98.9
54	1	.0	.0	98.9
55	4	.1	.1	99.0
56	1	.0	.0	99.1
57	2	.0	.1	99.1
58	2	.0	.1	99.2
60	13	.2	.3	99.5
62	1	.0	.0	99.5
63	1	.0	.0	99.6
65	1	.0	.0	99.6
70	4	.1	.1	99.7
75	2	.0	.1	99.7
80	5	.1	.1	99.9
84	1	.0	.0	99.9
87	1	.0	.0	99.9
99	3	.1	.1	100.0
.	1669	30.1	Missing	
Total	5553	100.0	100.0	

Valid cases   3884   Missing cases   1669

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P17Q23
Col Position/Length: 248-249,2

SPMOWK89   MONTHS SPOUSE WORKED FULL TIME IN 1988

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ZERO	0	1383	24.9	34.1	34.1
ONE	1	42	.8	1.0	35.1
TWO	2	54	1.0	1.3	36.4
THREE	3	95	1.7	2.3	38.8
FOUR	4	95	1.7	2.3	41.1
FIVE	5	77	1.4	1.9	43.0
SIX	6	143	2.6	3.5	46.5
SEVEN	7	51	.9	1.3	47.8
EIGHT	8	100	1.8	2.5	50.2
NINE	9	118	2.1	2.9	53.1
TEN	10	115	2.1	2.8	56.0
ELEVEN	11	80	1.4	2.0	57.9
TWELVE	12	1604	28.9	39.5	97.4
DO NOT KNOW	13	104	1.9	2.6	100.0
	.	1492	26.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   4061   Missing cases   1492

- -
P18Q24
Col Position/Length: 250,1

PLANSP89   BEST DESCRIBES SPOUSE CAREER ASPIRATIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
NO WORK OUTSIDE	1	181	3.3	4.4	4.4
OCCASIONAL WORK	2	191	3.4	4.7	9.1
WANT JOB NOT CAREER	3	454	8.2	11.1	20.2
CAREER-WILL INTERUPT	4	2191	39.5	53.5	73.6
CAREER-NO INTERUPT	5	1081	19.5	26.4	100.0
	.	1455	26.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   4098   Missing cases   1455

- -
P18Q25
Col Position/Length: 251,1

SPSEEK89   ARMY CAREER EFFECT ON SPOUSE CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	567	10.2	13.8	13.8
DIFFICULT	2	1249	22.5	30.5	44.3
NOT DIFFICULT	3	1207	21.7	29.5	73.8
EASY	4	491	8.8	12.0	85.8
VERY EASY	5	366	6.6	8.9	94.7
NOT INTERESTED	6	105	1.9	2.6	97.3
DO NOT KNOW	7	111	2.0	2.7	100.0

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                        .      1457    26.2   Missing
                            -------  -------  -------
                    Total    5553   100.0    100.0
Valid cases    4096   Missing cases   1457
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- -

P18Q26
Col Position/Length: 252,1

SPDIFF89 SPOUSE GET JOBS IF YOU LEFT THE ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY DIFFICULT	1	45	.8	1.1	1.1
DIFFICULT	2	181	3.3	4.4	5.5
NOT DIFFICULT	3	1219	22.0	29.7	35.3
EASY	4	1264	22.8	30.8	66.1
VERY EASY	5	1168	21.0	28.5	94.6
NOT INTERESTED	6	100	1.8	2.4	97.0
DO NOT KNOW	7	122	2.2	3.0	100.0
	.	1454	26.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   4099   Missing cases   1454

- -

P18Q27
Col Position/Length: 253,1

SPUNEM89 LEAVE ARMY IF SPOUSE NOT FIND JOB WANTED

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
DEFINITELY YES	1	308	5.5	7.5	7.5
PROBABLY YES	2	544	9.8	13.3	20.8
DO NOT KNOW	3	987	17.8	24.1	45.0
PROBABLY NO	4	1245	22.4	30.4	75.4
DEFINITELY NO	5	1006	18.1	24.6	100.0
	.	1463	26.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   4090   Missing cases   1463

- -

P18Q28
Col Position/Length: 254,1

SPLIKE89 SPOUSE FEELINGS ABOUT YOUR STAYING ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
DEFINITELY STAY	1	1114	20.1	27.1	27.1
LEANS TOWARD STAY	2	947	17.1	23.1	50.2
NEUTRAL	3	1033	18.6	25.2	75.4
LEANS TOWARD LEAVE	4	690	12.4	16.8	92.2
DEFINITELY LEAVE	5	321	5.8	7.8	100.0
	.	1448	26.1	Missing	

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		Total	5553	100.0	100.0
Valid cases	4105	Missing cases	1448		

- -

P18Q29
Col Position/Length: 255,1

SPSPTU89 SPOUSE SUPPORT ON ARMY CAREER

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONG SUPPORT	1	2658	47.9	64.8	64.8
MODERATE SUPPORT	2	904	16.3	22.0	86.8
NEUTRAL	3	275	5.0	6.7	93.5
MODERATE OPPOSITION	4	167	3.0	4.1	97.6
STRONG OPPOSITION	5	100	1.8	2.4	100.0
	.	1449	26.1	Missing	
		-------	-------	-------	
	Total	5553	100.0	100.0	
Valid cases	4104	Missing cases	1449		

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P18030
Col Position/Length: 256,1

SPOALL89 SPOUSE OVERALL SATISFACTION WITH ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	641	11.5	15.6	15.6
SATISFIED	2	1950	35.1	47.5	63.1
NEUTRAL	3	832	15.0	20.3	83.3
DISSATISFIED	4	523	9.4	12.7	96.1
VERY DISSATISFIED	5	162	2.9	3.9	100.0
	.	1445	26.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   4108   Missing cases   1445

- -

P18031
Col Position/Length: 257,1

SPSFAM89 SPOUSE SATISFIED HOW ARMY TREATS FAMILY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY SATISFIED	1	235	4.2	5.7	5.7
SATISFIED	2	1428	25.7	34.8	40.5
NEUTRAL	3	1301	23.4	31.7	72.2
DISSATISFIED	4	869	15.6	21.2	93.4
VERY DISSATISFIED	5	273	4.9	6.6	100.0
	.	1447	26.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   4106   Missing cases   1447

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P1901
Col Position/Length: 258,1

LDRCUR89 BEST LEADER IN CURRENT ASSIGNMENT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
RATER	1	1177	21.2	21.5	21.5
SENIOR RATER	2	1163	20.9	21.2	42.7
PEER	3	638	11.5	11.6	54.4
OTHER OFFICER	4	1579	28.4	28.8	83.2
NCO	5	430	7.7	7.8	91.0
INSTRUCTOR	6	128	2.3	2.3	93.4
OTHER	7	364	6.6	6.6	100.0
	.	74	1.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5479   Missing cases   74

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P1902
Col Position/Length: 259,1

LDRENT89 HOW OFTEN DOES LEADER INSPIRE ENTHUSIASM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	1755	31.6	32.2	32.2
FREQUENTLY	2	2661	47.9	48.9	81.1
USUALLY	3	863	15.5	15.9	97.0
SELDOM	4	144	2.6	2.6	99.6
NEVER	5	20	.4	.4	100.0
	.	110	2.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5443   Missing cases   110

- -

P1903
Col Position/Length: 260,1

LDRLOY89 HOW OFTEN DOES LEADER INSPIRE LOYALTY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	2726	49.1	50.2	50.2
FREQUENTLY	2	1939	34.9	35.7	85.9
USUALLY	3	657	11.8	12.1	98.0
SELDOM	4	87	1.6	1.6	99.6
NEVER	5	22	.4	.4	100.0
	.	122	2.2	Missing	
	Total	5553	100.0	100.0	

Valid cases   5431   Missing cases   122

- -

P1904
Col Position/Length: 261,1

LDRTRU89 HOW OFTEN DOES LEADER INSPIRE TRUST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	3145	56.6	58.0	58.0
FREQUENTLY	2	1691	30.5	31.2	89.2
USUALLY	3	502	9.0	9.3	98.4
SELDOM	4	66	1.2	1.2	99.6
NEVER	5	20	.4	.4	100.0
	.	129	2.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5424   Missing cases   129

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P1905
Col Position/Length: 262,1

LDRHLP89 HOW OFTEN LEADER HELPS MISSION PERCEPTON

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	2595	46.7	47.8	47.8
FREQUENTLY	2	2082	37.5	38.4	86.2
USUALLY	3	634	11.4	11.7	97.9
SELDOM	4	89	1.6	1.6	99.6
NEVER	5	24	.4	.4	100.0
	.	129	2.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5424   Missing cases   129

- -

P1906
Col Position/Length: 263,1

LDRGOL89 HOW OFTEN LEADER HELPS GOAL UNDERSTANDNG

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	1885	33.9	34.8	34.8
FREQUENTLY	2	2263	40.8	41.7	76.5
USUALLY	3	981	17.7	18.1	94.6
SELDOM	4	235	4.2	4.3	98.9
NEVER	5	58	1.0	1.1	100.0
	.	131	2.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5422   Missing cases   131

- -

P1907
Col Position/Length: 264,1

LDRPRV89 THE BEST LEADER IN PREVIOUS ASSIGNMENTS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
RATER	1	1768	31.8	32.3	32.3
SENIOR RATER	2	1406	25.3	25.7	58.1
PEER	3	367	6.6	6.7	64.8
OTHER OFFICER	4	1080	19.4	19.8	84.5
NCO	5	373	6.7	6.8	91.4
INSTRUCTOR	6	277	5.0	5.1	96.4
OTHER	7	195	3.5	3.6	100.0
	.	87	1.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5466   Missing cases   87

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P1908
Col Position/Length: 265,1

PLDREN89 HOW OFTEN DOES LEADER INSPIRE ENTHUSIASM

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	3059	55.1	56.1	56.1
FREQUENTLY	2	2006	36.1	36.8	92.9
USUALLY	3	350	6.3	6.4	99.4
SELDOM	4	31	.6	.6	99.9
NEVER	5	4	.1	.1	100.0
	.	103	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5450   Missing cases   103

- -

P1909
Col Position/Length: 266,1

PLDRLO89 HOW OFTEN DOES LEADER INSPIRE LOYALTY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	3801	68.4	69.8	69.8
FREQUENTLY	2	1386	25.0	25.5	95.3
USUALLY	3	234	4.2	4.3	99.6
SELDOM	4	20	.4	.4	99.9
NEVER	5	4	.1	.1	100.0
	.	108	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5445   Missing cases   108

- -

P19010
Col Position/Length: 267,1

PLDRTR89 HOW OFTEN DOES LEADER INSPIRE TRUST

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	3981	71.7	73.1	73.1
FREQUENTLY	2	1232	22.2	22.6	95.7
USUALLY	3	216	3.9	4.0	99.7
SELDOM	4	13	.2	.2	99.9
NEVER	5	3	.1	.1	100.0
	.	108	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5445   Missing cases   108

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P19Q11
Col Position/Length: 268,1

PLDRHE89 HOW OFTEN LEADER HELPS MISSION PERCEPTON

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	3399	61.2	62.4	62.4
FREQUENTLY	2	1675	30.2	30.8	93.2
USUALLY	3	328	5.9	6.0	99.2
SELDOM	4	30	.5	.6	99.7
NEVER	5	14	.3	.3	100.0
	.	107	1.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5446   Missing cases   107

- -

P19Q12
Col Position/Length: 269,1

PLDRGO89 HOW OFTEN LEADER HELPS GOAL UNDERSTANDNG

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
ALWAYS	1	2822	50.8	51.9	51.9
FREQUENTLY	2	1936	34.9	35.6	87.5
USUALLY	3	555	10.0	10.2	97.7
SELDOM	4	103	1.9	1.9	99.6
NEVER	5	24	.4	.4	100.0
	.	113	2.0	Missing	
	Total	5553	100.0	100.0	

Valid cases   5440   Missing cases   113

- -

P19Q13
Col Position/Length: 270,1

ARMEAN89 ARMY HAS GREAT DEAL OF PERSONAL MEANING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1848	33.3	33.4	33.4
AGREE	2	2602	46.9	47.1	80.5
NEUTRAL	3	786	14.2	14.2	94.8
DISAGREE	4	239	4.3	4.3	99.1
STRONGLY DISAGREE	5	50	.9	.9	100.0
	.	28	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5525   Missing cases   28

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P19Q14
Col Position/Length: 271,1

ARBLNG89 DO NOT FEEL STRONG SENSE OF BELONGING

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	162	2.9	2.9	2.9
AGREE	2	567	10.2	10.3	13.2
NEUTRAL	3	776	14.0	14.0	27.2
DISAGREE	4	2623	47.2	47.5	74.7
STRONGLY DISAGREE	5	1399	25.2	25.3	100.0
	.	26	.5	Missing	
	Total	5553	100.0	100.0	

Valid cases   5527   Missing cases   26

- -

P19Q15
Col Position/Length: 272,1

ARTALK89 I ENJOY DISCUSSING THE ARMY WITH OUTSIDE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	1182	21.3	21.4	21.4
AGREE	2	2776	50.0	50.3	71.7
NEUTRAL	3	976	17.6	17.7	89.4
DISAGREE	4	510	9.2	9.2	98.6
STRONGLY DISAGREE	5	78	1.4	1.4	100.0
	.	31	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5522   Missing cases   31

- -

P19Q16
Col Position/Length: 273,1

AREMOT89 DO NOT FEEL EMOTIONALLY ATTACHED TO ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	171	3.1	3.1	3.1
AGREE	2	722	13.0	13.1	16.2
NEUTRAL	3	850	15.3	15.4	31.6
DISAGREE	4	2524	45.5	45.7	77.3
STRONGLY DISAGREE	5	1252	22.5	22.7	100.0
	.	34	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5519   Missing cases   34

- -

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P19Q17
Col Position/Length: 274,1

ARPROB89 I FEEL THE ARMYS PROBLEMS ARE MY OWN

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	580	10.4	10.5	10.5
AGREE	2	2306	41.5	41.8	52.3
NEUTRAL	3	1527	27.5	27.7	80.0
DISAGREE	4	899	16.2	16.3	96.3
STRONGLY DISAGREE	5	204	3.7	3.7	100.0
	.	37	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5516   Missing cases   37

- -

P19Q18
Col Position/Length: 275,1

ARPART89 DO NOT FEEL PART OF THE FAMILY IN ARMY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	115	2.1	2.1	2.1
AGREE	2	627	11.3	11.4	13.4
NEUTRAL	3	1234	22.2	22.4	35.8
DISAGREE	4	2592	46.7	47.0	82.8
STRONGLY DISAGREE	5	952	17.1	17.2	100.0
	.	33	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5520   Missing cases   33

- -

P19Q19
Col Position/Length: 276,1

ARATCH89 COULD EASILY BE ATACHED TO ANOTHER GROUP

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
STRONGLY AGREE	1	401	7.2	7.3	7.3
AGREE	2	1575	28.4	28.6	35.8
NEUTRAL	3	1517	27.3	27.5	63.4
DISAGREE	4	1534	27.6	27.8	91.2
STRONGLY DISAGREE	5	486	8.8	8.8	100.0
	.	40	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5513   Missing cases   40

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P19Q20
Col Position/Length: 277,1

PRVSUP89   ARMY-PROVIDING ORGANIZATIONAL SUPPORT

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	191	3.4	3.5	3.5
EFFECTIVE	2	2907	52.4	52.8	56.3
BORDERLINE	3	1789	32.2	32.5	88.8
INEFFECTIVE	4	362	6.5	6.6	95.4
VERY INEFFECTIVE	5	166	3.0	3.0	98.4
DO NOT KNOW	6	88	1.6	1.6	100.0
	.	50	.9	Missing	
	Total	5553	100.0	100.0	

Valid cases   5503   Missing cases   50

- -

P19Q21
Col Position/Length: 278,1

PRVCOM89   ARMY-PROVIDING COMMUNICATION CHANNELS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	213	3.8	3.9	3.9
EFFECTIVE	2	2678	48.2	48.6	52.4
BORDERLINE	3	1814	32.7	32.9	85.3
INEFFECTIVE	4	564	10.2	10.2	95.5
VERY INEFFECTIVE	5	199	3.6	3.6	99.1
DO NOT KNOW	6	47	.8	.9	100.0
	.	38	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5515   Missing cases   38

- -

P19Q22
Col Position/Length: 279,1

PRVINF89   ARMY-PROVIDING INFORMATION RESOURCES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	356	6.4	6.5	6.5
EFFECTIVE	2	2915	52.5	52.8	59.3
BORDERLINE	3	1638	29.5	29.7	89.0
INEFFECTIVE	4	429	7.7	7.8	96.8
VERY INEFFECTIVE	5	130	2.3	2.4	99.1
DO NOT KNOW	6	48	.9	.9	100.0
	.	37	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5516   Missing cases   37

- -

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P19Q23
Col Position/Length: 280,1

PRVMAT89 ARMY-PROVIDING MATERIEL RESOURCES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	214	3.9	3.9	3.9
EFFECTIVE	2	2352	42.4	42.7	46.6
BORDERLINE	3	1903	34.3	34.6	81.2
INEFFECTIVE	4	716	12.9	13.0	94.2
VERY INEFFECTIVE	5	275	5.0	5.0	99.1
DO NOT KNOW	6	47	.8	.9	100.0
	.	46	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5507   Missing cases   46

- -

P19Q24
Col Position/Length: 281,1

PRVRES89 ARMY-PROVIDING PERSONNEL RESOURCES

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	140	2.5	2.5	2.5
EFFECTIVE	2	1897	34.2	34.4	37.0
BORDERLINE	3	2147	38.7	39.0	75.9
INEFFECTIVE	4	887	16.0	16.1	92.0
VERY INEFFECTIVE	5	401	7.2	7.3	99.3
DO NOT KNOW	6	39	.7	.7	100.0
	.	42	.8	Missing	
	Total	5553	100.0	100.0	

Valid cases   5511   Missing cases   42

- -

P19Q25
Col Position/Length: 282,1

PRVFDB89 ARMY-PROVIDING FEEDBACK ON PERFORMANCE

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	338	6.1	6.1	6.1
EFFECTIVE	2	2338	42.1	42.4	48.5
BORDERLINE	3	1720	31.0	31.2	79.8
INEFFECTIVE	4	748	13.5	13.6	93.3
VERY INEFFECTIVE	5	363	6.5	6.6	99.9
DO NOT KNOW	6	5	.1	.1	100.0
	.	41	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5512   Missing cases   41

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P19Q26
Col Position/Length: 283,1

PRVRCG89 ARMY-PROVIDING RECOGNITION FOR GOOD JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	216	3.9	3.9	3.9
EFFECTIVE	2	1914	34.5	34.7	38.6
BORDERLINE	3	1857	33.4	33.7	72.3
INEFFECTIVE	4	898	16.2	16.3	88.5
VERY INEFFECTIVE	5	623	11.2	11.3	99.8
DO NOT KNOW	6	10	.2	.2	100.0
	.	35	.6	Missing	
	Total	5553	100.0	100.0	

Valid cases   5518   Missing cases   35

- -

P19Q27
Col Position/Length: 284,1

PRVEFF89 ACCOMPLISHING THE ARMY MISSION

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
VERY EFFECTIVE	1	568	10.2	10.3	10.3
EFFECTIVE	2	3393	61.1	61.5	71.8
BORDERLINE	3	1182	21.3	21.4	93.3
INEFFECTIVE	4	208	3.7	3.8	97.0
VERY INEFFECTIVE	5	92	1.7	1.7	98.7
DO NOT KNOW	6	72	1.3	1.3	100.0
	.	38	.7	Missing	
	Total	5553	100.0	100.0	

Valid cases   5515   Missing cases   38

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P20Q1
Col Position/Length: 285-287,3

BENHLF89 HALF PAY RETIREMENT AT 20 YEARS WORTH $

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	407	7.3	7.7	7.7
	1	14	.3	.3	8.0
	2	3	.1	.1	8.0
	5	19	.3	.4	8.4
	7	1	.0	.0	8.4
	10	83	1.5	1.6	10.0
	11	1	.0	.0	10.0
	15	3	.1	.1	10.0
	20	106	1.9	2.0	12.0
	24	1	.0	.0	12.1
	25	75	1.4	1.4	13.5
	30	22	.4	.4	13.9
	33	1	.0	.0	13.9
	35	3	.1	.1	14.0
	40	13	.2	.2	14.2
	45	1	.0	.0	14.2
	50	520	9.4	9.8	24.1

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51	1	.0	.0	24.1
54	1	.0	.0	24.1
55	1	.0	.0	24.1
56	1	.0	.0	24.1
59	1	.0	.0	24.2
60	9	.2	.2	24.3
65	1	.0	.0	24.3
70	7	.1	.1	24.5
75	78	1.4	1.5	26.0
80	11	.2	.2	26.2
83	1	.0	.0	26.2
85	1	.0	.0	26.2
90	5	.1	.1	26.3
95	1	.0	.0	26.3
99	1	.0	.0	26.3
100	1376	24.8	26.0	52.3
101	1	.0	.0	52.4
110	3	.1	.1	52.4
120	8	.1	.2	52.6
125	13	.2	.2	52.8
130	4	.1	.1	52.9
138	1	.0	.0	52.9
144	1	.0	.0	52.9
150	270	4.9	5.1	58.0
155	1	.0	.0	58.1
160	1	.0	.0	58.1
161	1	.0	.0	58.1
165	2	.0	.0	58.1
166	15	.3	.3	58.4
167	3	.1	.1	58.5
170	3	.1	.1	58.5
175	7	.1	.1	58.7
180	7	.1	.1	58.8
187	2	.0	.0	58.8
190	2	.0	.0	58.9
200	888	16.0	16.8	75.7
204	1	.0	.0	75.7
205	1	.0	.0	75.7
210	2	.0	.0	75.7
222	1	.0	.0	75.7
225	4	.1	.1	75.8
240	1	.0	.0	75.8
242	1	.0	.0	75.9
250	168	3.0	3.2	79.0
260	4	.1	.1	79.1
266	1	.0	.0	79.1
275	2	.0	.0	79.2
290	1	.0	.0	79.2
300	333	6.0	6.3	85.5
304	1	.0	.0	85.5
320	1	.0	.0	85.5
325	3	.1	.1	85.6
330	1	.0	.0	85.6
333	1	.0	.0	85.6
337	1	.0	.0	85.6
350	19	.3	.4	86.0
360	2	.0	.0	86.0
390	1	.0	.0	86.0
400	139	2.5	2.6	88.7
450	6	.1	.1	88.8
499	1	.0	.0	88.8

Value	Frequency	Percent	Valid Percent	Cum Percent
500	273	4.9	5.2	94.0
550	2	.0	.0	94.0
555	1	.0	.0	94.0
600	31	.6	.6	94.6
650	3	.1	.1	94.7
700	17	.3	.3	95.0
705	1	.0	.0	95.0
750	10	.2	.2	95.2
777	1	.0	.0	95.2
790	1	.0	.0	95.2
795	1	.0	.0	95.3
800	37	.7	.7	96.0
850	2	.0	.0	96.0
875	1	.0	.0	96.0
885	1	.0	.0	96.0
900	64	1.2	1.2	97.2
950	4	.1	.1	97.3
975	2	.0	.0	97.4
990	2	.0	.0	97.4
999	138	2.5	2.6	100.0
.	263	4.7	Missing	
Total	5553	100.0	100.0	

Valid cases   5290   Missing cases   263

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P2002
Col Position/Length: 288-290,3

BENMED89   FULL BENEFITS FOR SELF-FAMILY IS WORTH $

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	294	5.3	5.5	5.5
	1	13	.2	.2	5.8
	2	4	.1	.1	5.9
	3	3	.1	.1	5.9
	4	2	.0	.0	6.0
	5	48	.9	.9	6.9
	6	1	.0	.0	6.9
	8	2	.0	.0	6.9
	10	242	4.4	4.6	11.5
	11	2	.0	.0	11.5
	12	4	.1	.1	11.6
	13	1	.0	.0	11.6
	15	42	.8	.8	12.4
	17	1	.0	.0	12.4
	20	252	4.5	4.8	17.2
	25	253	4.6	4.8	21.9
	30	101	1.8	1.9	23.8
	33	1	.0	.0	23.9
	35	14	.3	.3	24.1
	36	1	.0	.0	24.2
	38	1	.0	.0	24.2
	40	48	.9	.9	25.1
	45	8	.1	.2	25.2
	48	1	.0	.0	25.2
	50	1163	20.9	21.9	47.2
	55	3	.1	.1	47.2
	60	32	.6	.6	47.8
	63	1	.0	.0	47.9
	65	2	.0	.0	47.9

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70	22	.4	.4	48.3
72	1	.0	.0	48.3
75	202	3.6	3.8	52.1
80	37	.7	.7	52.8
85	2	.0	.0	52.9
90	11	.2	.2	53.1
95	2	.0	.0	53.1
100	1299	23.4	24.5	77.6
110	2	.0	.0	77.6
111	3	.1	.1	77.7
115	1	.0	.0	77.7
120	20	.4	.4	78.1
125	25	.5	.5	78.6
130	2	.0	.0	78.6
135	1	.0	.0	78.6
150	319	5.7	6.0	84.6
159	1	.0	.0	84.7
160	3	.1	.1	84.7
169	1	.0	.0	84.7
170	1	.0	.0	84.7
175	11	.2	.2	85.0
180	3	.1	.1	85.0
183	1	.0	.0	85.0
190	2	.0	.0	85.1
200	394	7.1	7.4	92.5
201	1	.0	.0	92.5
210	1	.0	.0	92.5
220	1	.0	.0	92.6
225	3	.1	.1	92.6
250	69	1.2	1.3	93.9
260	1	.0	.0	93.9
275	1	.0	.0	93.9
280	1	.0	.0	94.0
285	1	.0	.0	94.0
300	140	2.5	2.6	96.6
310	1	.0	.0	96.6
350	15	.3	.3	96.9
385	1	.0	.0	96.9
390	1	.0	.0	97.0
400	28	.5	.5	97.5
444	1	.0	.0	97.5
450	2	.0	.0	97.5
480	1	.0	.0	97.6
500	61	1.1	1.2	98.7
550	1	.0	.0	98.7
555	1	.0	.0	98.8
600	4	.1	.1	98.8
650	1	.0	.0	98.8
700	6	.1	.1	99.0
750	3	.1	.1	99.0
777	1	.0	.0	99.0
800	5	.1	.1	99.1
820	1	.0	.0	99.2
850	1	.0	.0	99.2
900	11	.2	.2	99.4
999	33	.6	.6	100.0
.	249	4.5	Missing	
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Total	5553	100.0	100.0	

Valid cases   5304   Missing cases   249

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SURVEY CODEBOOK

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P2003
Col Position/Length: 291-293,3

BENCOM89   COMMISSARY STORES PRIVILEGES ARE WORTH $

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	1945	35.0	36.7	36.7
	1	62	1.1	1.2	37.9
	2	34	.6	.6	38.6
	3	9	.2	.2	38.7
	4	3	.1	.1	38.8
	5	267	4.8	5.0	43.8
	6	1	.0	.0	43.9
	7	1	.0	.0	43.9
	8	3	.1	.1	43.9
	9	1	.0	.0	43.9
	10	593	10.7	11.2	55.1
	11	1	.0	.0	55.2
	12	2	.0	.0	55.2
	15	70	1.3	1.3	56.5
	20	335	6.0	6.3	62.9
	25	295	5.3	5.6	68.4
	30	109	2.0	2.1	70.5
	35	7	.1	.1	70.6
	40	56	1.0	1.1	71.7
	45	3	.1	.1	71.7
	50	637	11.5	12.0	83.8
	60	11	.2	.2	84.0
	65	3	.1	.1	84.0
	70	4	.1	.1	84.1
	75	74	1.3	1.4	85.5
	79	1	.0	.0	85.5
	80	17	.3	.3	85.8
	85	1	.0	.0	85.9
	90	2	.0	.0	85.9
	95	1	.0	.0	85.9
	100	312	5.6	5.9	91.8
	110	3	.1	.1	91.9
	111	1	.0	.0	91.9
	115	1	.0	.0	91.9
	120	8	.1	.2	92.1
	125	7	.1	.1	92.2
	127	1	.0	.0	92.2
	130	2	.0	.0	92.3
	140	1	.0	.0	92.3
	150	81	1.5	1.5	93.8
	155	1	.0	.0	93.8
	160	1	.0	.0	93.8
	175	7	.1	.1	94.0
	180	1	.0	.0	94.0
	190	3	.1	.1	94.0
	200	125	2.3	2.4	96.4
	210	1	.0	.0	96.4
	220	1	.0	.0	96.4
	222	1	.0	.0	96.5
	240	2	.0	.0	96.5
	250	28	.5	.5	97.0
	260	1	.0	.0	97.1

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280	1	.0	.0	97.1
285	1	.0	.0	97.1
300	58	1.0	1.1	98.2
325	1	.0	.0	98.2
350	14	.3	.3	98.5
400	31	.6	.6	99.1
425	1	.0	.0	99.1
444	1	.0	.0	99.1
450	2	.0	.0	99.1
500	21	.4	.4	99.5
550	1	.0	.0	99.5
555	4	.1	.1	99.6
600	2	.0	.0	99.7
700	2	.0	.0	99.7
750	2	.0	.0	99.7
777	3	.1	.1	99.8
800	2	.0	.0	99.8
888	1	.0	.0	99.8
900	4	.1	.1	99.9
999	4	.1	.1	100.0
.	260	4.7	Missing	
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Total	5553	100.0	100.0	

Valid cases   5293   Missing cases   260

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P2004
Col Position/Length: 294-296,3

BENEXC89   ARMY EXCHANGE PRIVILEGES ARE WORTH $

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	2300	41.4	43.4	43.4
	1	91	1.6	1.7	45.2
	2	38	.7	.7	45.9
	3	9	.2	.2	46.0
	4	6	.1	.1	46.2
	5	374	6.7	7.1	53.2
	6	3	.1	.1	53.3
	7	5	.1	.1	53.4
	8	4	.1	.1	53.4
	9	2	.0	.0	53.5
	10	612	11.0	11.6	65.0
	12	4	.1	.1	65.1
	14	1	.0	.0	65.1
	15	72	1.3	1.4	66.5
	20	279	5.0	5.3	71.8
	25	296	5.3	5.6	77.4
	28	1	.0	.0	77.4
	30	94	1.7	1.8	79.2
	33	1	.0	.0	79.2
	35	5	.1	.1	79.3
	40	32	.6	.6	79.9
	45	2	.0	.0	79.9
	49	1	.0	.0	79.9
	50	483	8.7	9.1	89.0
	51	1	.0	.0	89.1
	55	1	.0	.0	89.1
	60	8	.1	.2	89.2

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65	1	.0	.0	89.3
70	7	.1	.1	89.4
75	45	.8	.8	90.2
80	5	.1	.1	90.3
85	3	.1	.1	90.4
90	3	.1	.1	90.4
95	1	.0	.0	90.5
98	1	.0	.0	90.5
99	1	.0	.0	90.5
100	269	4.8	5.1	95.6
110	1	.0	.0	95.6
111	2	.0	.0	95.6
120	2	.0	.0	95.7
125	6	.1	.1	95.8
130	1	.0	.0	95.8
148	1	.0	.0	95.8
150	41	.7	.8	96.6
170	2	.0	.0	96.6
175	6	.1	.1	96.8
180	1	.0	.0	96.8
190	1	.0	.0	96.8
200	87	1.6	1.6	98.4
230	1	.0	.0	98.5
250	5	.1	.1	98.5
300	27	.5	.5	99.1
350	3	.1	.1	99.1
360	1	.0	.0	99.1
400	11	.2	.2	99.3
444	1	.0	.0	99.4
500	19	.3	.4	99.7
550	1	.0	.0	99.7
555	4	.1	.1	99.8
666	1	.0	.0	99.8
750	2	.0	.0	99.9
800	2	.0	.0	99.9
900	4	.1	.1	100.0
999	1	.0	.0	100.0
.	258	4.6	Missing	
Total	5553	100.0	100.0	

Valid cases   5295   Missing cases   258

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P2105
Col Position/Length: 297-300,4

TIMHLF89   20 YEAR HALF PAY RETIREMENT WORTH TIME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	1144	20.6	21.9	21.9
	1	11	.2	.2	22.1
	3	1	.0	.0	22.1
	5	9	.2	.2	22.3
	10	4	.1	.1	22.4
	15	2	.0	.0	22.4
	20	2	.0	.0	22.5
	30	30	.5	.6	23.0
	40	4	.1	.1	23.1
	45	2	.0	.0	23.1

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50	2	.0	.0	23.2
100	235	4.2	4.5	27.7
110	1	.0	.0	27.7
113	1	.0	.0	27.7
115	5	.1	.1	27.8
120	3	.1	.1	27.9
130	31	.6	.6	28.5
140	2	.0	.0	28.5
145	1	.0	.0	28.5
200	333	6.0	6.4	34.9
205	1	.0	.0	34.9
215	3	.1	.1	35.0
220	1	.0	.0	35.0
230	44	.8	.8	35.8
245	1	.0	.0	35.9
250	3	.1	.1	35.9
300	133	2.4	2.5	38.5
330	5	.1	.1	38.6
400	208	3.7	4.0	42.5
410	1	.0	.0	42.6
423	1	.0	.0	42.6
430	4	.1	.1	42.7
450	1	.0	.0	42.7
459	1	.0	.0	42.7
500	923	16.6	17.7	60.4
510	2	.0	.0	60.4
530	14	.3	.3	60.7
535	1	.0	.0	60.7
550	1	.0	.0	60.7
600	78	1.4	1.5	62.2
630	1	.0	.0	62.2
700	40	.7	.8	63.0
730	11	.2	.2	63.2
740	1	.0	.0	63.2
800	221	4.0	4.2	67.5
801	2	.0	.0	67.5
810	1	.0	.0	67.5
820	1	.0	.0	67.5
830	2	.0	.0	67.6
900	12	.2	.2	67.8
915	1	.0	.0	67.8
930	1	.0	.0	67.8
1000	1085	19.5	20.8	88.6
1001	3	.1	.1	88.7
1003	1	.0	.0	88.7
1005	1	.0	.0	88.7
1010	1	.0	.0	88.7
1030	9	.2	.2	88.9
1045	1	.0	.0	88.9
1059	1	.0	.0	88.9
1100	1	.0	.0	89.0
1101	1	.0	.0	89.0
1111	1	.0	.0	89.0
1130	1	.0	.0	89.0
1200	54	1.0	1.0	90.0
1230	2	.0	.0	90.1
1300	3	.1	.1	90.1
1400	2	.0	.0	90.2
1430	2	.0	.0	90.2
1500	90	1.6	1.7	91.9
1540	1	.0	.0	92.0

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                    1559         1       .0       .0     92.0
                    1600        15       .3       .3     92.3
                    1730         1       .0       .0     92.3
                    1800         3       .1       .1     92.3
                    1845         1       .0       .0     92.4
                    1900         1       .0       .0     92.4
                    2000       201      3.6      3.8     96.2
                    2001         1       .0       .0     96.2
                    2005         2       .0       .0     96.3
                    2010         1       .0       .0     96.3
                    2C13         1       .0       .0     96.3
                    2030         1       .0       .0     96.3
                    2100         1       .0       .0     96.4
                    2200         1       .0       .0     96.4
                    2400         8       .1       .2     96.5
                    2500        21       .4       .4     96.9
                    2800         2       .0       .0     97.0
                    3000        20       .4       .4     97.4
                    3005         1       .0       .0     97.4
                    3200         2       .0       .0     97.4
                    3300         1       .0       .0     97.4
                    3500         2       .0       .0     97.5
                    4000        40       .7       .8     98.2
                    4400         1       .0       .0     98.3
                    4500         2       .0       .0     98.3
                    4559         1       .0       .0     98.3
                    4600         1       .0       .0     98.3
                    4830         1       .0       .0     98.4
                    5000        29       .5       .6     98.9
                    5030         1       .0       .0     98.9
                    5110         1       .0       .0     98.9
                    5500         2       .0       .0     99.0
                    6000        16       .3       .3     99.3
                    6033         1       .0       .0     99.3
                    6050         1       .0       .0     99.3
                    6500         2       .0       .0     99.4
                    7000         6       .1       .1     99.5
                    7030         1       .0       .0     99.5
                    7200         3       .1       .1     99.6
                    7707         1       .0       .0     99.6
                    8000         8       .1       .2     99.7
                    9000         5       .1       .1     99.8
                    9959         9       .2       .2    100.0
                       .       330      5.9   Missing
                             -------  -------  -------
                    Total     5553    100.0    100.0
Valid cases    5223    Missing cases    330
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P2106
Col Position/Length: 301-304,4

TIMMED89 FULL BENEFITS FOR SELF-FAMILY WORTH TIME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	1067	19.2	20.4	20.4
	1	12	.2	.2	20.7
	2	2	.0	.0	20.7
	3	2	.0	.0	20.8

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5	11	.2	.2	21.0
8	1	.0	.0	21.0
10	12	.2	.2	21.2
11	1	.0	.0	21.2
15	25	.5	.5	21.7
20	12	.2	.2	21.9
25	1	.0	.0	22.0
30	153	2.8	2.9	24.9
35	1	.0	.0	24.9
40	5	.1	.1	25.0
45	10	.2	.2	25.2
50	5	.1	.1	25.3
100	590	10.6	11.3	36.6
101	1	.0	.0	36.6
105	1	.0	.0	36.6
111	1	.0	.0	36.7
115	13	.2	.2	36.9
120	1	.0	.0	36.9
130	56	1.0	1.1	38.0
133	1	.0	.0	38.0
139	1	.0	.0	38.0
140	2	.0	.0	38.1
145	5	.1	.1	38.2
148	1	.0	.0	38.2
150	1	.0	.0	38.2
200	613	11.0	11.7	50.0
210	2	.0	.0	50.0
225	1	.0	.0	50.0
230	86	1.5	1.6	51.7
245	1	.0	.0	51.7
250	3	.1	.1	51.7
300	236	4.2	4.5	56.3
303	1	.0	.0	56.3
320	2	.0	.0	56.3
330	11	.2	.2	56.5
345	1	.0	.0	56.6
350	1	.0	.0	56.6
400	206	3.7	3.9	60.5
401	1	.0	.0	60.5
430	4	.1	.1	60.6
445	1	.0	.0	60.6
500	860	15.5	16.5	77.1
505	1	.0	.0	77.1
530	10	.2	.2	77.3
550	2	.0	.0	77.4
600	65	1.2	1.2	78.6
615	2	.0	.0	78.7
630	3	.1	.1	78.7
637	1	.0	.0	78.7
640	1	.0	.0	78.7
700	52	.9	1.0	79.7
730	13	.2	.2	80.0
745	1	.0	.0	80.0
800	129	2.3	2.5	82.5
830	1	.0	.0	82.5
900	9	.2	.2	82.7
959	1	.0	.0	82.7
1000	550	9.9	10.5	93.2
1020	1	.0	.0	93.3
1030	2	.0	.0	93.3
1050	1	.0	.0	93.3

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

1101	1	.0	.0	93.3
1111	2	.0	.0	93.4
1200	32	.6	.6	94.0
1230	2	.0	.0	94.0
1315	1	.0	.0	94.0
1400	5	.1	.1	94.1
1500	56	1.0	1.1	95.2
1530	1	.0	.0	95.2
1559	1	.0	.0	95.2
1600	11	.2	.2	95.5
1700	1	.0	.0	95.5
1800	1	.0	.0	95.5
1830	1	.0	.0	95.5
2000	100	1.8	1.9	97.4
2001	1	.0	.0	97.5
2013	1	.0	.0	97.5
2030	2	.0	.0	97.5
2059	1	.0	.0	97.5
2200	1	.0	.0	97.5
2400	7	.1	.1	97.7
2500	9	.2	.2	97.9
3000	15	.3	.3	98.1
3500	2	.0	.0	98.2
4000	22	.4	.4	98.6
4050	1	.0	.0	98.6
4200	1	.0	.0	98.6
4400	1	.0	.0	98.7
4830	1	.0	.0	98.7
5000	31	.6	.6	99.3
5500	2	.0	.0	99.3
6000	6	.1	.1	99.4
7000	6	.1	.1	99.5
7200	2	.0	.0	99.6
8000	8	.1	.2	99.7
8049	1	.0	.0	99.8
9000	3	.1	.1	99.8
9500	1	.0	.0	99.8
9909	1	.0	.0	99.8
9959	8	.1	.2	100.0
.	335	6.0	Missing	
	-------	-------	-------	
Total	5553	100.0	100.0	

Valid cases   5218   Missing cases   335

. . . .

P21Q7
Col Position/Length: 305-308,4

TIMCOM89 COMMISSARY STORES PRIVILEGES WORTH TIME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	2721	49.0	52.2	52.2
	1	8	.1	.2	52.3
	2	5	.1	.1	52.4
	3	2	.0	.0	52.5
	5	27	.5	.5	53.0
	6	2	.0	.0	53.0
	8	1	.0	.0	53.1
	10	78	1.4	1.5	54.6

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

15	94	1.7	1.8	56.4
18	1	.0	.0	56.4
19	1	.0	.0	56.4
20	44	.8	.8	57.2
22	1	.0	.0	57.3
25	3	.1	.1	57.3
30	379	6.8	7.3	64.6
36	1	.0	.0	64.6
40	10	.2	.2	64.8
45	28	.5	.5	65.3
50	17	.3	.3	65.7
55	1	.0	.0	65.7
59	1	.0	.0	65.7
100	665	12.0	12.8	78.5
105	1	.0	.0	78.5
107	1	.0	.0	78.5
110	1	.0	.0	78.5
115	10	.2	.2	78.7
120	2	.0	.0	78.7
130	23	.4	.4	79.2
145	2	.0	.0	79.2
150	2	.0	.0	79.3
152	1	.0	.0	79.3
200	363	6.5	7.0	86.2
220	2	.0	.0	86.3
230	40	.7	.8	87.1
250	1	.0	.0	87.1
258	1	.0	.0	87.1
300	86	1.5	1.6	88.7
301	1	.0	.0	88.8
340	1	.0	.0	88.8
400	71	1.3	1.4	90.1
401	1	.0	.0	90.2
450	1	.0	.0	90.2
500	243	4.4	4.7	94.8
510	1	.0	.0	94.9
600	9	.2	.2	95.0
615	2	.0	.0	95.1
645	1	.0	.0	95.1
700	10	.2	.2	95.3
730	1	.0	.0	95.3
800	25	.5	.5	95.8
900	5	.1	.1	95.9
950	1	.0	.0	95.9
1000	113	2.0	2.2	98.1
1011	1	.0	.0	98.1
1030	3	.1	.1	98.1
1100	2	.0	.0	98.2
1111	1	.0	.0	98.2
1200	5	.1	.1	98.3
1230	2	.0	.0	98.3
1250	1	.0	.0	98.4
1300	1	.0	.0	98.4
1500	6	.1	.1	98.5
1600	4	.1	.1	98.6
1900	1	.0	.0	98.6
1927	1	.0	.0	98.6
2000	25	.5	.5	99.1
2500	2	.0	.0	99.1
3000	9	.2	.2	99.3
4000	12	.2	.2	99.5

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

5000	10	.2	.2	99.7
5030	1	.0	.0	99.7
5500	1	.0	.0	99.8
5555	2	.0	.0	99.8
6000	2	.0	.0	99.8
7000	1	.0	.0	99.8
7050	1	.0	.0	99.9
7200	1	.0	.0	99.9
8000	1	.0	.0	99.9
9000	1	.0	.0	99.9
9600	1	.0	.0	99.9
9900	1	.0	.0	100.0
9959	2	.0	.0	100.0
.	340	6.1	Missing	
Total	5553	100.0	100.0	

Valid cases   5213   Missing cases   340

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P2108
Col Position/Length: 309-312,4

TIMEXC89 ARMY EXCHANGE PRIVILEGES ARE WORTH TIME

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	3069	55.3	58.9	58.9
	1	21	.4	.4	59.3
	2	3	.1	.1	59.3
	3	4	.1	.1	59.4
	4	2	.0	.0	59.5
	5	53	1.0	1.0	60.5
	6	4	.1	.1	60.6
	8	3	.1	.1	60.6
	10	100	1.8	1.9	62.5
	12	3	.1	.1	62.6
	15	119	2.1	2.3	64.9
	20	46	.8	.9	65.8
	22	1	.0	.0	65.8
	25	7	.1	.1	65.9
	30	395	7.1	7.6	73.5
	32	1	.0	.0	73.5
	33	1	.0	.0	73.5
	40	9	.2	.2	73.7
	45	23	.4	.4	74.1
	48	2	.0	.0	74.2
	50	18	.3	.3	74.5
	59	1	.0	.0	74.5
	100	567	10.2	10.9	85.4
	110	3	.1	.1	85.5
	115	6	.1	.1	85.6
	120	2	.0	.0	85.6
	130	32	.6	.6	86.2
	145	1	.0	.0	86.3
	150	1	.0	.0	86.3
	200	234	4.2	4.5	90.8
	201	1	.0	.0	90.8
	208	1	.0	.0	90.8
	210	1	.0	.0	90.8
	215	2	.0	.0	90.9

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS SURVEY CODEBOOK

230	28	.5	.5	91.4
300	60	1.1	1.2	92.6
301	1	.0	.0	92.6
330	3	.1	.1	92.6
400	54	1.0	1.0	93.7
430	1	.0	.0	93.7
500	139	2.5	2.7	96.4
530	1	.0	.0	96.4
600	7	.1	.1	96.5
615	1	.0	.0	96.5
700	3	.1	.1	96.6
730	1	.0	.0	96.6
800	15	.3	.3	96.9
830	2	.0	.0	96.9
845	1	.0	.0	96.9
900	7	.1	.1	97.1
1000	82	1.5	1.6	98.7
1030	3	.1	.1	98.7
1033	1	.0	.0	98.7
1111	1	.0	.0	98.8
1200	2	.0	.0	98.8
1230	1	.0	.0	98.8
1300	1	.0	.0	98.8
1450	1	.0	.0	98.8
1500	5	.1	.1	98.9
1600	2	.0	.0	99.0
1900	1	.0	.0	99.0
2000	10	.2	.2	99.2
2130	1	.0	.0	99.2
2500	4	.1	.1	99.3
3000	2	.0	.0	99.3
4000	14	.3	.3	99.6
4400	1	.0	.0	99.6
5000	10	.2	.2	99.8
5555	1	.0	.0	99.8
6000	4	.1	.1	99.9
7200	1	.0	.0	99.9
8000	1	.0	.0	99.9
9900	1	.0	.0	100.C
9959	2	.0	.0	100.0
.	341	6.1	Missing	
Total	5553	100.0	100.0	

Valid cases   5212   Missing cases   341

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P2109
Col Position/Length: 313,1

OTHJOB89   SINCE COMMISSION HAD ANOTHER PAYING JOB

Value Label		Value	Frequency	Percent	Valid Percent	Cum Percent
YES		1	579	10.4	10.6	10.6
NO		2	4885	88.0	89.4	100.0
		.	89	1.6	Missing	
		Total	5553	100.0	100.0	

Valid cases   5464   Missing cases   89

APPENDIX A

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

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P21010
Col Position/Length: 314-315,2

OTHWKS89 WEEKS SPENT NON-ARMY PAID JOB PAST YEAR

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	0	5071	91.3	96.4	96.4
	1	17	.3	.3	96.7
	2	26	.5	.5	97.2
	3	10	.2	.2	97.4
	4	15	.3	.3	97.7
	5	8	.1	.2	97.9
	6	10	.2	.2	98.1
	7	1	.0	.0	98.1
	8	15	.3	.3	98.4
	9	2	.0	.0	98.4
	10	11	.2	.2	98.6
	12	13	.2	.2	98.9
	13	1	.0	.0	98.9
	14	2	.0	.0	98.9
	15	5	.1	.1	99.0
	16	9	.2	.2	99.2
	20	11	.2	.2	99.4
	24	3	.1	.1	99.4
	25	2	.0	.0	99.5
	30	4	.1	.1	99.6
	34	1	.0	.0	99.6
	35	2	.0	.0	99.6
	38	1	.0	.0	99.6
	40	5	.1	.1	99.7
	42	1	.0	.0	99.8
	48	1	.0	.0	99.8
	52	12	.2	.2	100.0
	.	294	5.3	Missing	
	Total	5553	100.0	100.0	

Valid cases   5259   Missing cases   294

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P22011
Col Position/Length: 316,1

OTHNOW89 CURRENTLY WORKING AT NON-ARMY JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
YES	1	112	2.0	2.0	2.0
NO	2	5366	96.6	98.0	100.0
	.	75	1.4	Missing	
	Total	5553	100.0	100.0	

Valid cases   5478   Missing cases   75

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

P22Q12
Col Position/Length: 317-320,4

OTHPAY89   USUAL MONTHLY PAY AT NON-ARMY JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	20	2	.0	1.9	1.9
	80	1	.0	.9	2.8
	100	5	.1	4.7	7.5
	150	1	.0	.9	8.5
	180	1	.0	.9	9.4
	200	8	.1	7.5	17.0
	250	5	.1	4.7	21.7
	300	10	.2	9.4	31.1
	320	1	.0	.9	32.1
	350	1	.0	.9	33.0
	400	7	.1	6.6	39.6
	480	1	.0	.9	40.6
	500	16	.3	15.1	55.7
	600	5	.1	4.7	60.4
	640	1	.0	.9	61.3
	650	2	.0	1.9	63.2
	690	1	.0	.9	64.2
	800	5	.1	4.7	68.9
	1000	7	.1	6.6	75.5
	1100	1	.0	.9	76.4
	1200	1	.0	.9	77.4
	1400	1	.0	.9	78.3
	1500	2	.0	1.9	80.2
	1600	2	.0	1.9	82.1
	2000	3	.1	2.8	84.9
	2200	1	.0	.9	85.8
	2300	1	.0	.9	86.8
	2500	2	.0	1.9	88.7
	2750	1	.0	.9	89.6
	3000	2	.0	1.9	91.5
	3100	1	.0	.9	92.5
	3200	1	.0	.9	93.4
	3500	2	.0	1.9	95.3
	3600	1	.0	.9	96.2
	3750	1	.0	.9	97.2
	4000	1	.0	.9	98.1
	9999	2	.0	1.9	100.0
	.	5447	98.1	Missing	
	Total	5553	100.0	100.0	

Valid cases   106   Missing cases   5447

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P22Q13
Col Position/Length: 321-323,3

OTHHRS89   AVERAGE MONTHLY HOURS AT NON-ARMY JOB

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	4	3	.1	2.7	2.7
	5	2	.0	1.8	4.5
	8	2	.0	1.8	6.3

1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS
SURVEY CODEBOOK

9	1	.0	.9	7.1
10	4	.1	3.6	10.7
12	7	.1	6.3	17.0
13	1	.0	.9	17.9
15	5	.1	4.5	22.3
16	7	.1	6.3	28.6
18	3	.1	2.7	31.3
20	8	.1	7.1	38.4
24	11	.2	9.8	48.2
25	5	.1	4.5	52.7
27	1	.0	.9	53.6
30	6	.1	5.4	58.9
32	6	.1	5.4	64.3
34	1	.0	.9	65.2
35	1	.0	.9	66.1
36	2	.0	1.8	67.9
40	14	.3	12.5	80.4
48	3	.1	2.7	83.0
50	2	.0	1.8	84.8
60	4	.1	3.6	88.4
64	1	.0	.9	89.3
78	1	.0	.9	90.2
96	1	.0	.9	91.1
140	1	.0	.9	92.0
144	1	.0	.9	92.9
160	4	.1	3.6	96.4
180	2	.0	1.8	98.2
200	2	.0	1.8	100.0
.	5441	98.0	Missing	
Total	5553	100.0	100.0	

Valid cases   112   Missing cases   5441

APPENDIX B

COVER LETTER AND 1989 SURVEY BOOKLET

DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF FOR PERSONNEL
WASHINGTON, D.C. 20310

REPLY TO
ATTENTION OF

December 7, 1989

Dear Fellow Officer:

You have been selected to participate in the 1989 Longitudinal Research on Officer Careers (LROC) Survey, which is enclosed. This survey is similar to the 1988 LROC Survey which was distributed last year as part of an Army long-term research project. If you participated in the 1988 survey, you will notice that we have changed some parts of the questionnaire. The changes were in response to suggestions made by respondents and to build upon the findings of the research.

This research is important to the Army because it helps provide insights into officers' attitudes about Army life and Army policies. This information is used to guide decisions about personnel policies and programs affecting all officers. Therefore, your candid, thoughtful responses are appreciated. The confidentiality of your responses will be protected.

Your participation is very important to me. I urge you to complete the questionnaire and return it quickly. Even if you receive it after PCS, please send in your responses as soon as possible. Your input will become part of this project which is designed to extend over several years.

The last page of the questionnaire is open for your comments on special issues or suggestions about the research. In fact, thirty-five percent of the officers who responded in 1988 provided comments in this section. I assure you that they are being taken very seriously.

Your cooperation and support is valuable to this research.

Sincerely,

Allen K. Ono
Lieutenant General, U.S. Army
Deputy Chief of Staff for
Personnel

Enclosure

LAST NAME, FIRST NAME

1989 SURVEY:

LONGITUDINAL RESEARCH ON OFFICER CAREERS (LROC)

The U.S. Army Research Institute (ARI) is requesting Army officers to provide information on issues pertaining to their careers and their families. The data obtained will help policy planners improve the preparation, performance, and management of officers. The 1989 LROC survey is part of a long-term research project extending over several years. Therefore, as a member of our target sample, you should receive follow-up surveys so that we can examine changes in the officer corps over time.

Please print your SOCIAL SECURITY NUMBER in the boxes below; then blacken the matching circle under each digit.

I. BACKGROUND INFORMATION

1. What is your sex?
   ○ Male
   ○ Female

2. In what year were you born?
   Enter the number of the year in the box, then blacken the corresponding digits below.

   19 [ ][ ]   EXAMPLE: 19 [5][4]

3. What is your current marital status?
   ○ Single, never married
   ○ Single, engaged to be married
   ○ Married
   ○ Legally separated
   ○ Divorced
   ○ Widowed

4. How many children do you have (for whom you have custody)?
   ○ None
   ○ 1
   ○ 2
   ○ 3
   ○ 4
   ○ 5 or more

5. How old is your youngest child?
   ○ NA — no children
   ○ Under 2 years old
   ○ 2-5
   ○ 6-11
   ○ 12-17
   ○ 18 or over

6. What is your racial/ethnic background?
   ○ White, not of Spanish Hispanic origin
   ○ Black, not of Spanish Hispanic origin
   ○ Spanish Hispanic
   ○ Asian or Pacific Islander
   ○ American Indian, Aleut, Eskimo
   ○ Other

7. What is the highest level of education you have attained?
   ○ Some college
   ○ Bachelor's degree
   ○ Some graduate school
   ○ Master's degree or equivalent
   ○ Doctorate or professional degree

8. What was your undergraduate major field of study?

- NA - Not Applicable
- Humanities
- Social Sciences Education
- Computer Sciences Statistics
- Engineering Applied Sciences
- Physical Sciences Math
- Biological Sciences
- Business Finance Public Administration
- Nursing
- Pre-Medical Dental
- Other

9. What is was your graduate major field of study?

- NA — Not Applicable
- Humanities
- Social Sciences Education
- Computer Sciences Statistics
- Engineering Applied Sciences
- Physical Sciences Math
- Biological Sciences
- Business Finance Public Administration
- Nursing
- Medical Dental
- Other

10. When you were growing up did you have a parent/guardian who was career active duty military?

- Yes
- No

In questions 11-12, please mark the circle which corresponds to the appropriate branch

11. In the left-hand column, what is your basic branch?

12. In the right-hand column, if you could be in any branch you wanted, which branch would you select? (Choose only one)

		11 Branch In	12 Branch Want
COMBAT ARMS			
a	11 - Infantry (IN)	○	○
b	12 - Armor (AR)	○	○
c	13 - Field Artillery (FA)	○	○
d	14 - Air Defense Artillery (AD)	○	○
e	15 - Aviation (AV)	○	○
f	18 - Special Forces (SF)	○	○
COMBAT SUPPORT			
g	21 - Corps of Engineers (EN)	○	○
h	25 - Signal Corps (SC)	○	○
i	31 - Military Police Corps (MP)	○	○
j	35 - Military Intelligence (MI)	○	○
k	74 - Chemical Corps (CM)	○	○
COMBAT SERVICE SUPPORT			
l	42 - Adjutant General (AG)	○	○
m	44 - Finance Corps (FC)	○	○
n	88 - Transportation Corps (TC)	○	○
o	91 - Ordnance Corps (OR)	○	○
p	92 - Quartermaster Corps (QM)	○	○
SPECIAL BRANCHES			
q	55 - Judge Advocate General Corps (JA)	○	○
r	56 - Chaplain Corps (CH)	○	○
s	60-62 - Medical Corps (MC)	○	○
t	63 - Dental Corps (DC)	○	○
u	64 - Veterinary Corps (VC)	○	○
v	65 - Medical Specialist Corps (AM)	○	○
w	66 - Nurse Corps (AN)	○	○
x	67-68 - Medical Service Corps (MS)	○	○

13. Was your basic branch your:

- First choice
- Second choice
- Third choice
- Fourth choice
- Other

14. Do you intend to try to transfer into a different branch?

○ No - not interested in changing branches
○ No - I cannot get into the branch I want
○ Yes - but I do not expect to get the branch I want
○ Yes - and I do expect to get the branch I want

Some officers are detailed from their basic branch to another (detail) branch.

15. Are you currently detailed to a branch other than your basic branch?

○ Yes
○ No

16. If you answered "Yes" above, which branch are you currently detailed to?

○ 11 - Infantry (IN)
○ 12 - Armor (AR)
○ 13 - Field Artillery (FA)
○ 14 - Air Defense Artillery (AD)
○ 74 - Chemical Corps (CM)
○ Other

In questions 17-18, please mark the appropriate circle.

17. In the left-hand column, what functional area are you presently in?

18. In the right-hand column, what functional area would you prefer if you stay in the Army?

		17. Functional Area In	18. Functional Area Prefer
a	35 - Military Intelligence	○	○
b	39 - Psychological Operations/Civil Affairs	○	○
c	41 - Personnel Management	○	○
d	45 - Comptroller	○	○
e	46 - Public Affairs	○	○
f	47 - USMA Permanent Faculty	○	○
g	48 - Foreign Area Officer	○	○
h	49 - Operations Research/ Systems Analysis	○	○
i	50 - Force Development	○	○
j	51 - Research and Development	○	○
k	52 - Nuclear Weapons	○	○
l	53 - Systems Automation Officer	○	○
m	54 - Operations, Plans and Training	○	○
n	97 - Contracting and Industrial Management	○	○
o	99 - Combat Development	○	○
p	DK - Don't know/ No preference	○	○
q	NA - Not Applicable	○	○

19. When did you begin your active commissioned service in the Army?

○ Before 1980
○ 1980
○ 1981
○ 1982
○ 1983
○ 1984
○ 1985
○ 1986
○ 1987
○ 1988
○ 1989

20. What was the source of your commission?

○ ROTC scholarship
○ ROTC non-scholarship
○ USMA
○ OCS
○ Direct
○ Other

21. Upon commissioning from ROTC, were you designated DMG (Distinguished Military Graduate)?

○ Yes
○ No
○ Not Applicable - I am not an ROTC graduate

22. What is your current status?

○ RA (Regular Army)
○ OTRA (Other Than Regular Army)
○ Other

23. What is your current rank?

○ 2LT
○ 1LT
○ CPT
○ MAJ or above

24. What is your Major Command Headquarters?

○ Forces Command (FORSCOM)
○ Training and Doctrine Command (TRADOC)
○ U S Army Europe and Seventh Army (USAREUR)
○ Western Command (WESTCOM)
○ Eighth U S Army, Korea (EUSA)
○ Health Services Command (HSC)
○ Southern Command (USSOCOM)
○ Secretary of Defense or Joint Activity (JCS, DIA and other Defense Agencies)
○ Army Intelligence and Security Command (INSCOM)
○ U S Army Japan (USARJ)
○ U S Army Materiel Command (AMC)
○ Information Systems Command (USAISC)
○ Military Traffic Management Command (MTMC)
○ Criminal Investigations Command (CIDC)
○ Corps Of Engineers (COE)
○ U S Army Strategic Defense Command
○ Military District of Washington (MDW)
○ Other

25. How many years of active duty service have you completed (including any enlisted or warrant officer time)?

For single digit responses, start with "0."

For example, if you have 5 years active duty service, enter "05" in the boxes and blacken the "0" and the "5" below.

years

26. How many years of active duty service do you expect to have completed by the time you leave the Army?

For single digit responses, start with "0."

years

27. How many months do you have left in your obligated period of active duty service (including additional obligations incurred from PCS, military training, civilian schooling)?

Enter "00" if you have completed your current obligation

months

28. How many months ago did you complete your active duty service obligation?

Enter "00" if you have not yet completed your current obligation

months

29. What is your current total monthly military pay before taxes (including all special pays such as flight pay, parachute pay, BAQ, BAS, medical specialty pay, etc.)? Round to nearest dollar.

$ _ , _ _ _ dollars

30. Approximately what was your total family income from all sources (before taxes) in 1988? Round to the nearest thousand. (Blacken 99 if your total income was $99,000 or more.)

$ _ _ thousand dollars

II: CURRENT ASSIGNMENT

A. Supervision and Work

Please use the scale below to evaluate your supervisor/rater and the nature of the work in your current assignment. However, if you are currently in school or training, please evaluate your previous duty assignment.

Supervisor Rater

                                    Very good / Good / Fair / Poor / Very poor

1 Overall leadership effectiveness ...... ○○○○○

2 Recognizing rewarding subordinates . ○○○○○

3 Technical competence .... ○○○○○

Nature of the Work

4 Opportunity to learn/develop skills
   relevant to your career .... ○○○○○

5 Opportunity to do work that
   interests you .... ○○○○○

6 Opportunity to exercise initiative/
   put your ideas into action........... ○○○○○

B. Assignments

7 In the left-hand column, which category below best describes the nature of your current duty assignment?

8 In the right-hand column, which category below best describes the nature of your previous duty assignment?

	7. Current Assignment	8. Previous Assignment
a Platoon leader (or equivalent)	○	○
b Company XO......................	○	○
c Company commander.............	○	○
d Staff officer	○	○
e Special branch position (e g. Doctor, Nurse, Lawyer, Chaplain)	○	○
f Instructor/trainer	○	○
g In military training school........	○	○
h In civilian school	○	○
i Other	○	○

9. How many hours per week (on average) do you usually work in your current assignment?

⬚⬚ hours
ⓞⓞ ①① ②② ③③ ④④ ⑤⑤ ⑥⑥ ⑦⑦ ⑧⑧ ⑨⑨

10. How many hours per week (on average) would you like to work on your job?

⬚⬚ hours
ⓞⓞ ①① ②② ③③ ④④ ⑤⑤ ⑥⑥ ⑦⑦ ⑧⑧ ⑨⑨

11. Under normal circumstances, what is the lowest number of hours that you might be asked to work in a week on your job?

⬚⬚ hours
ⓞⓞ ①① ②② ③③ ④④ ⑤⑤ ⑥⑥ ⑦⑦ ⑧⑧ ⑨⑨

12. Under normal circumstances. what is the highest number of hours that you might be asked to work in a week on your job?

```
[  ][  ] hours
 (0) (0)
 (1) (1)
 (2) (2)
 (3) (3)
 (4) (4)
 (5) (5)
 (6) (6)
 (7) (7)
 (8) (8)
 (9) (9)
```

13. How common is it for the number of hours you work per week to vary on this job?

○ Very common
○ Somewhat common
○ Hard to say
○ Somewhat uncommon
○ Very uncommon

14. All in all. how satisfied are you with your current assignment?

○ Very satisfied
○ Satisfied
○ Neither satisfied nor dissatisfied
○ Dissatisfied
○ Very dissatisfied

15. Do you think the Army should pay a bonus or overtime rate for excessively long hours worked in any week?

○ Yes
○ No

16. If yes, after how many hours per week should the bonus or overtime rate become effective?

```
[  ][  ] hours
 (0) (0)
 (1) (1)
 (2) (2)
 (3) (3)
 (4) (4)
 (5) (5)
 (6) (6)
 (7) (7)
 (8) (8)
 (9) (9)
```

17. What do you think would be a fair hourly rate of pay for your current job? (Answer in terms of dollars per hour.)

```
$ [  ][  ] dollars per hour
   (0) (0)
   (1) (1)
   (2) (2)
   (3) (3)
   (4) (4)
   (5) (5)
   (6) (6)
   (7) (7)
   (8) (8)
   (9) (9)
```

C. Satisfaction

Please use the scale below to indicate your overall level of satisfaction with the following aspects of Army life at the present time.

How satisfied are you with . . .

Extremely satisfied
Satisfied
Neutral or mixed feelings
Dissatisfied
Extremely dissatisfied

18. Personal and family life . . . . ○○○○○

19. Life as an officer . . . . ○○○○○

20. Support received from branch assignment officer(s) . . . . ○○○○○

21. Time available to pursue personal life goals . . . . ○○○○○

22. Relationships with superior officers . . . . ○○○○○

23. Relationships with peers . . . . ○○○○○

24. Relationships with subordinates . . . ○○○○○
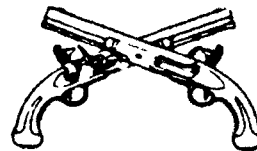
III. YOUR CAREER

A. Development and Support

Please indicate your level of agreement with the following statements.

My pre-commissioning military training (USMA, ROTC, OCS) prepared me to . . .

Strongly agree
Agree
Neither agree nor disagree
Disagree
Strongly disagree

1. master the requirements of my Branch Basic Course....... O O O O O

2. conduct oral presentations and briefings .... O O O O O

3. write memos and short reports. O O O O O

4. be an effective officer .... O O O O O

5. How good are the opportunities for advancement in your branch for someone who has had the types of assignments you have had?
   - O Excellent
   - O Very good
   - O Good
   - O Limited
   - O Very limited

6. How good are the opportunities for command in your branch?
   - O Excellent
   - O Very good
   - O Good
   - O Limited
   - O Very limited
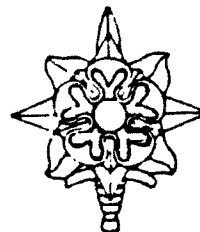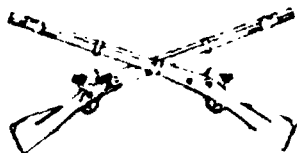
7. How competitive for schools and promotions would you be if you were to be evaluated right now taking the nature of your assignments, as well as your performance, into account?
   - O I'd have a strong advantage
   - O I'd have an advantage
   - O No advantage or disadvantage
   - O I'd be at a disadvantage
   - O I'd be at a strong disadvantage

8. Have you been treated any differently in your job or career because of your race or ethnic background?
   - O Yes, more positively
   - O Yes, more negatively
   - O No

9. Have you been treated any differently in your job or career because of your sex?
   - O Yes, more positively
   - O Yes, more negatively
   - O No

Please indicate your level of agreement with the following statements.

Strongly agree / Agree / Neither agree nor disagree / Disagree / Strongly disagree

10. I am confident I will be promoted as high as my ability and interest warrant if I stay in the Army .... ○ ○ ○ ○ ○

11. The Army will protect my benefits and retirement .... ○ ○ ○ ○ ○

12. I am confident I will get the kinds of assignments I need to be competitive for promotions.... ○ ○ ○ ○ ○

13. I am very likely to get assignments that match my skills and interests if I stay in the Army .... ○ ○ ○ ○ ○

14. The officer evaluation/selection system is effective in promoting the best officers................. ○ ○ ○ ○ ○

15. The officer evaluation/selection system rewards officers for integrity and professionalism .... ○ ○ ○ ○ ○

16. What are the primary sources of any uncertainty you have right now about what you could expect from an Army career? (Select as many as apply)
   ○ My lack of experience in the Army
   ○ My career goals are unclear
   ○ Inconsistent or unclear selection criteria for officers
   ○ Changes in Army manpower needs
   ○ Impending Congressional actions (budget, RIFs, etc.)
   ○ I don't have any uncertainty
   ○ Other (explain on page 19)
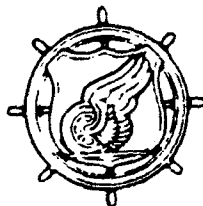
Please use the scale below to indicate how satisfied you are with the following aspects of Army life

How satisfied are you with ...

Very satisfied / Satisfied / Neither satisfied nor dissatisfied / Dissatisfied / Very dissatisfied

17. The kinds of work you do in your current assignment .... ○ ○ ○ ○ ○

18. The quality of supervision you receive in your current assignment .... ○ ○ ○ ○ ○

19. The kinds of assignments you have had................. ○ ○ ○ ○ ○

20. The quality of information you have received about Army career options.......... ○ ○ ○ ○ ○

21. Opportunities for informal contacts with superiors........ ○ ○ ○ ○ ○

22. Your current compensation (pay, allowances, benefits, etc.) .... ○ ○ ○ ○ ○

23. The respect and recognition given to officers in your career field................... ○ ○ ○ ○ ○

24. Social relations with peers..... ○ ○ ○ ○ ○

■ ■   ■■   ■ ■■■ ■

B. Mentors/Ethics

25. How many mentors (someone who actively assists and helps guide your professional development in some significant and ongoing way) have you had?
    ○ None
    ○ One
    ○ Two
    ○ Three or more

26. Who was the mentor who has had the greatest impact on your development in the Army?
    ○ A rater
    ○ A senior rater
    ○ A peer
    ○ An officer not in your chain of command
    ○ A key NCO
    ○ Other
    ○ NA — no mentor

27. What was the most important kind of assistance given to you by this mentor?
    ○ Job related guidance
    ○ Career planning guidance
    ○ Personal and social guidance
    ○ Moral ethical guidance
    ○ NA — no mentor

28. In your capacity as an officer, have you ever been asked or pressured by a superior to do something you consider unethical?
    ○ Yes
    ○ No

29. Do you feel that unethical behavior is a problem in the Army Officer Corps?
    ○ Not a problem at all
    ○ A small problem
    ○ A moderate problem
    ○ A serious problem
    ○ A very serious problem

C. Career Orientations

Please complete the next four statements (Questions 30-33) with the response that is most true for you

30. If affordable, decent housing were available both on-post and off-post, I would generally prefer to live:
    ○ On post
    ○ Off post

31. Most important to my personal pride is:
    ○ My service to the Army and the United States as a soldier
    ○ My technical professional skills

32. When I think of myself as a professional, I compare myself most often with:
    ○ Army leaders whom I know and respect
    ○ Those who are respected in my technical career field whether or not they are in the Army

33. The kind of work I enjoy most is available:
    ○ Only in the military
    ○ Primarily in the military
    ○ Equally in military and civilian world
    ○ Primarily in the civilian world
    ○ Only in the civilian world

34. All in all, how satisfied are you with your job?
    ○ Very satisfied
    ○ Satisfied
    ○ Neither satisfied nor dissatisfied
    ○ Dissatisfied
    ○ Very dissatisfied
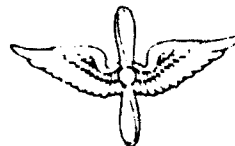
35 All in all, how satisfied are you with your career prospects in the Army?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

If you were to stay in the Army to what extent would you expect to...

36 Participate in field exercises and or combat training?

- Much more than I like
- More than I like
- About right for me
- Less than I like
- Much less than I like

37 Work in your functional area?

- Much more than I like
- More than I like
- About right for me
- Less than I like
- Much less than I like

38 Work in your branch operational specialty?

- Much more than I like
- More than I like
- About right for me
- Less than I like
- Much less than I like

For some officers career plans change over time, while for others, career plans remain constant. Here we are interested in finding out whether or not your own plans have changed. Please use the following scale to indicate (to the best of your recollection) how you felt at the time of each event/experience described below.

	Planning on an Army career	Leaning towards an Army career	Undecided	Leaning towards a civilian career	Planning on a civilian career	NA. has not happened yet
39 When I began precommissioning training (e.g., USMA, ROTC, OCS) I was	⊙	O	⊙	O	⊙	
40. At the time I received my commission I was	⊙	O	⊙	O	⊙	
41. After my first leadership assignment (e.g., platoon leader) I was	O	O	⊙	O	⊙	O
42. After my first staff type assignment I was	O	O	O	O	O	O
43. At the end of the Advanced Course I was	O	O	⊙	O	⊙	O
44. After my first company command assignment I was	O	O	O	O	⊙	O
45. Right now I am	O	O	⊙	O	⊙	
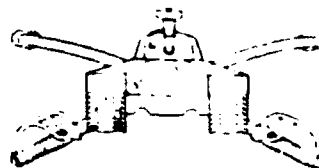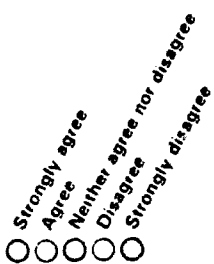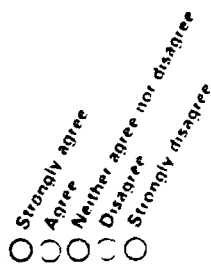
D. Attitudes and Perceptions

Use scale below to indicate your level of agreement with the following statements:

46. Civilians are more likely to share my values and beliefs than other officers .... ⭕⭕⭕⭕⭕

47. An Army career would allow me to attain the standard of living I want for myself, my family .... ⭕⭕⭕⭕⭕

48. One of the things I value most about the Army is the sense of community or camaraderie I feel.......................... ⭕⭕⭕⭕⭕

49. I foresee a lot of conflict between my work and my family life if I make a career of the Army .... ⭕⭕⭕⭕⭕

50. I would rather be affiliated with the Army than any civilian organization I know of............ ⭕⭕⭕⭕⭕

51. I would be happiest in a "traditional" marriage, where the husband makes the major decisions for the family .... ⭕⭕⭕⭕⭕

52. If I were to make the Army a career, I could maintain the kind of balance I want between my work and personal life .... ⭕⭕⭕⭕⭕
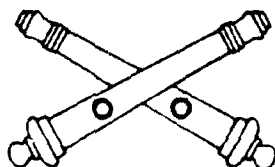
53. An officer's spouse should devote a good deal of time to unit and post activities .... ⭕⭕⭕⭕⭕

54. Even if I had an offer of a bit more pay from a civilian organization, I would be reluctant to leave the Army .... ⭕⭕⭕⭕⭕

55. A married woman who works should have the same opportunity as her husband to make long range plans for her career .... ⭕⭕⭕⭕⭕

56. I would discourage a close friend from joining the Army ...... ⭕⭕⭕⭕⭕

57. The demands of an Army career would make it difficult to have the kind of family life I would like .... ⭕⭕⭕⭕⭕

58. I can count on Army people to help out when needed .... ⭕⭕⭕⭕⭕

— 12 —

B-13

Strongly agree / Agree / Neither agree nor disagree / Disagree / Strongly disagree

59. Officers will have difficulty advancing their careers if their spouses do not get involved in unit or Army community activities .... ○○○○○

60. I frequently feel like leaving the Army .... ○○○○○

61. I am quite proud to tell people that I am in the Army .... ○○○○○

62. Even if a husband has a demanding career, he should share responsibility for housework and childcare.................... ○○○○○

63. I feel I am really a part of the Army organization................ ○○○○○

64. For me, a rewarding career can compensate for limited personal/family time .... ○○○○○

65. I can get ahead in the Army doing the kinds of work I like best .... ○○○○○

66. If I were to stay in the Army, I could provide my family with the opportunities and experiences I think are most important ... . ○○○○○

67. Which of the following best describes your current career intentions?
    ○ I plan to stay in the Army beyond 20 years
    ○ I plan to stay in the Army until retirement at 20 years
    ○ I plan to stay in the Army beyond my obligation but am undecided about staying until retirement
    ○ I am undecided whether or not I will stay in the Army upon completion of my obligation
    ○ I will probably leave the Army upon completion of my obligation
    ○ I will definitely leave the Army upon completion of my obligation

68. How difficult do you think it would be for you to find a good civilian job right now, considering both your own qualifications and current labor market conditions?
    ○ Very difficult
    ○ Difficult
    ○ Not particularly difficult or easy
    ○ Easy
    ○ Very easy

69. How difficult would it be for you to leave the Army in the next year or so, given your current personal or family situation?
    ○ Very difficult
    ○ Difficult
    ○ Not particularly difficult or easy
    ○ Easy
    ○ Very easy

70. How difficult would it be for you financially to be unemployed for 2 or 3 months if you needed time to find a new job?
    ○ Very difficult
    ○ Difficult
    ○ Not particularly difficult or easy
    ○ Easy
    ○ Very easy

IV. ARMY LIFE

A. Decision Factors

Listed below are some of the factors officers may consider when making career decisions. Please use the following scale to indicate the importance of these factors to your career decision

Scale headings: Extremely important / Very important / Important / Somewhat important / Unimportant (not a factor at all)

	Factor					
1	Pay	○	○	○	○	○
2	Retirement benefits	○	○	○	○	○
3	Benefits other than retirement (e.g., medical, PX)	○	○	○	○	○
4	Assistance for civilian graduate education	○	○	○	○	○
5	Overall standard of living in the Army	○	○	○	○	○
6	Opportunities to advance in your chosen field	○	○	○	○	○
7	Opportunities for job satisfaction	○	○	○	○	○
8	Quality of co-workers	○	○	○	○	○
9	Your feelings about the organization mission/goals	○	○	○	○	○
10	Working hours/schedule	○	○	○	○	○
11	Employment educational opportunities for spouse	○	○	○	○	○
12	Spouse's overall satisfaction	○	○	○	○	○
13	Quality of childcare/schools youth facilities	○	○	○	○	○
14	Time for personal/family life	○	○	○	○	○
15	Length of maternity/paternity leave available	○	○	○	○	○
16	Overall quality of life in military	○	○	○	○	○
17	Level of integrity/professionalism in organization	○	○	○	○	○
18	Personal freedom	○	○	○	○	○
19	Job security	○	○	○	○	○
20	Total family income	○	○	○	○	○
21	Civilian job alternatives available to you	○	○	○	○	○
22	Slow down in officer promotions	○	○	○	○	○

In responding to questions 23-25. please select the three factors from questions 1-22 that are most critical to your own decision about staying in or leaving the Army. Please select only one response for each of the following questions.

23. Blacken the item number of the first most important factor. (Select only one choice)

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲ 20 21 22

24. Blacken the item number of the second most important factor. (Select only one choice)

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲ 20 21 22

25. Blacken the item number of the third most important factor. (Select only one choice)

① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩ ⑪ ⑫ ⑬ ⑭ ⑮ ⑯ ⑰ ⑱ ⑲ 20 21 22

B. Civilian Alternatives

Please use the scale below to indicate how you perceive conditions in the military compared with conditions in a civilian job you could realistically expect to get.

Scale headings: Much better in the Army / Somewhat better in the Army / About the same / Somewhat better in civilian life / Much better in civilian life / Don't know

	Factor						
26	Pay	○	○	○	○	○	○
27	Retirement benefits	○	○	○	○	○	○
28	Benefits other than retirement	○	○	○	○	○	○
29	Assistance for civilian graduate education	○	○	○	○	○	○
30	Overall standard of living	○	○	○	○	○	○
31	Opportunities to advance in your chosen field	○	○	○	○	○	○
32	Opportunities for job satisfaction	○	○	○	○	○	○
33	Quality of co-workers	○	○	○	○	○	○
34	Your feelings about the organization mission/goals	○	○	○	○	○	○
35	Working hours/schedule	○	○	○	○	○	○
36	Employment/educational opportunities for spouse	○	○	○	○	○	○
37	Spouse's overall satisfaction	○	○	○	○	○	○
38	Quality of childcare/schools/youth facilities	○	○	○	○	○	○
39	Time for personal/family life	○	○	○	○	○	○
40	Length of maternity/paternity leave available	○	○	○	○	○	○
41	Overall quality of life	○	○	○	○	○	○
42	Level of integrity/professionalism in organization	○	○	○	○	○	○
43	Personal freedom	○	○	○	○	○	○
44	Job security	○	○	○	○	○	○
45	Total family income	○	○	○	○	○	○

V. ARMY LIFE EXPECTATIONS

In this section, we are asking about job conditions and career requirements you could expect if you were to stay in the Army. Next, you will be asked how you feel about these conditions.

1. How many weeks would you expect to spend away from home in a typical year (including TDY, field exercises, training, alerts, etc.)?

```
┌──┬──┐  weeks
│  │  │
├──┼──┤
│⓪│⓪│
│①│①│
│②│②│
│③│③│
│④│④│
│⑤│⑤│
│  │⑥│
│  │⑦│
│  │⑧│
│  │⑨│
└──┴──┘
```

2. How many unaccompanied tours (6 months or more) would you expect to have over the course of a 20-year career in the Army?
   ○ None
   ○ 1
   ○ 2
   ○ 3
   ○ 4
   ○ 5
   ○ 6
   ○ 7 or more

3. In most Army assignments, how much flexibility would you have in your daily schedule to adjust your hours or take time off for personal or family reasons?
   ○ Almost no flexibility
   ○ A little flexibility
   ○ Some flexibility
   ○ A lot of flexibility
   ○ Almost total flexibility

4. In most Army assignments, how much control would you typically have over the timing (i.e., length and when you leave) of trips or assignments that would take you away from home?
   ○ Almost no control
   ○ A little control
   ○ Some control
   ○ A lot of control
   ○ Almost total control

5. How often are personal or family plans (vacations, family outings, special dinners, etc.) likely to be disrupted by job demands/Army requirements?
   ○ Very seldom
   ○ Occasionally
   ○ About half the time
   ○ Frequently
   ○ Almost always

Now, please use the scale below to indicate how willing or reluctant you are to accept the conditions/requirements you expect in an Army career.

How do you feel about ...

Scale: Very reluctant to accept / Somewhat reluctant to accept / Mixed feelings or neutral / Somewhat willing to accept / Very willing to accept

6. The number of weeks per year you would typically spend away from home? .... ○○○○○

7. The number of unaccompanied tours you would probably have over the course of a career? .... ○○○○○

8. The amount of flexibilty you would have to adjust your schedule or take time off for personal or family reasons? ..... ○○○○○

9. The amount of control you would have over the timing of trips/assignments that would take you away from home? .... ○○○○○

10. The frequency with which personal or family plans would be disrupted by job demands/Army requirements? .... ○○○○○

11. The average length of time you would stay in one location before a PCS? .... ○○○○○

12. The number of PCS moves over the course of your career? .... ○○○○○

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VI. SPOUSE/FIANCÉ(E) INFORMATION

Married and Engaged Officers Only

Please use the scale below to indicate how you think your spouse or fiancé(e) feels about the conditions requirements you expect in an Army career.

How do you think your spouse fiancé(e) feels about . . .

Very reluctant to accept
Somewhat reluctant to accept
Mixed feelings or neutral
Somewhat willing to accept
Very willing to accept

1. the number of weeks per year you would typically spend away from home? . . . . O O O O O

2. the number of unaccompanied tours you would probably have over the course of a career? . . . . O O O O O

3. the amount of flexibility you would have to adjust your schedule or take time off for personal or family reasons? . . . . O O O O O

4. the amount of control you would have over the timing of trips assignments that would take you away from home? . . . . . . O O O O O

5. the frequency with which personal or family plans would be disrupted by job demands/ Army requirements? . . . . O O O O O

6. the average length of time you would stay in one location before a PCS? . . . . O O O O O

7. the number of PCS moves over the course of your career? . . . . . . O O O O O

8. the social obligations traditionally performed by the spouse of an officer (clubs, volunteer work, attending and hosting social functions, etc)? . . . . O O O O O

9. How do you think your spouse/fiancé(e) feels about the general uncertainty of Army life (alerts, last minute schedule changes, short notice moves, etc.)?
   - O Very reluctant to accept
   - O Somewhat reluctant to accept
   - O Mixed feelings or neutral
   - O Somewhat willing to accept
   - O Very willing to accept

10. Please enter the year you were married, or if not married yet, the year you expect to get married.

    19 □ □
    - ⓪ ⓪
    - ① ①
    - ② ②
    - ③ ③
    - ④ ④
    - ⑤ ⑤
    - ⑥ ⑥
    - ⑦ ⑦
    - ⑧ ⑧
    - ⑨ ⑨

11. Is your family currently expecting a child (i.e., next 9 months)?
    - O Yes
    - O No

12. Does your spouse/fiancé(e) live in a different geographic area from you right now?
    - O Yes
    - O No

13. When your spouse/fiancé(e) was growing up, did he/she have a parent/guardian who was <u>career</u> active duty military?
    - O Yes
    - O No
    - O Don't know

14. Please indicate which best describes your spouse/ fiancé(e)'s family background?
    - O Born and raised outside the U S
    - O American — military family background
    - O American — civilian family background

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15. Has your spouse/fiancé(e) ever served in the military?

○ No
○ Yes, and left before we decided to get married
○ Yes, and left after we were married
○ Yes, and is still in, but intending to get out
○ Yes, and is still in, but undecided about staying
○ Yes, and is still in, and intending to stay

16. What is the highest level of education your spouse/fiancé(e) has attained?

○ Less than high school degree
○ High school degree or equivalent
○ Some college, no degree
○ Graduate of 2 year college or technical school
○ Graduate of 4 year college
○ Some graduate level work
○ Master's degree or equivalent
○ Doctorate or professional degree (e.g., M D., J D.)

17. Does your spouse/fiancé(e) plan to get additional education?

○ No
○ Yes — High School diploma or equivalent
○ Yes — Associate's degree
○ Yes — Bachelor's degree
○ Yes — Master's degree or equivalent
○ Yes — Doctorate or professional degree

18. Is your spouse/fiancé(e) currently in school?

○ No
○ Yes, part-time
○ Yes, full-time

19. Does your spouse/fiancé(e) currently have a paying job?

○ No — not interested in paid employment now
○ No — wants paid work but is not currently looking
○ No — is currently looking for a suitable job
○ Yes — under 20 hours/week
○ Yes — 20-34 hours/week
○ Yes — 35-40 hours/week
○ Yes — over 40 hours/week

20. If your spouse/fiancé(e) is currently working, do you feel that he/she is underemployed?

○ Yes — spouse/fiancé(e) is working below his/her level of qualification
○ No — spouse/fiancé(e) is working at or above his/her level of qualification
○ NA — spouse/fiancé(e) is not working

21. Is your spouse/fiancé(e) working at what is considered a professional-level job (i.e., one that typically requires college or college-level training)?

○ NA — spouse/fiancé(e) not working
○ Yes
○ No

22. Approximately how much did your spouse/fiancé(e) earn (before taxes) in 1988? Round to the nearest thousand.

$ ▢ ▢ **thousand dollars**

⓪⓪
①①
②②
③③
④④
⑤⑤
⑥⑥
⑦⑦
⑧⑧
⑨⑨

23. Approximately how many _months_ did your spouse/fiancé(e) work _full-time_ (at least 35 hours per week) in 1988?

○ 0
○ 1
○ 2
○ 3
○ 4
○ 5
○ 6
○ 7
○ 8
○ 9
○ 10
○ 11
○ 12
○ Don't know

■ ■ ■■ ■ ■■■ ■

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24. Which statement best describes your spouse's/fiancé(e)'s long-term work/career aspirations?

○ Not interested in working for pay outside the home

○ Interested only in occasional or temporary jobs

○ Wants fairly continuous employment but not career or advancement oriented

○ Wants a career with advancement potential but willing to postpone or interrupt career (e.g. for children, relocation)

○ Wants a full time career with advancement potential and no major career interruptions

25. How difficult do you think it will be for your spouse/fiancé(e) to get the kind of jobs/career opportunities she/he wants if you decide to make the Army a career?

○ Very difficult
○ Difficult
○ Not especially difficult or easy
○ Easy
○ Very easy
○ NA — Not interested in paid work
○ Don't know

26. How difficult do you think it will be for your spouse/fiancé(e) to get the kind of jobs or career opportunities she/he wants if you left the Army at your next opportunity?

○ Very difficult
○ Difficult
○ Not especially difficult or easy
○ Easy
○ Very easy
○ NA — Not interested in paid work
○ Don't know

27. Would you leave the Army if your spouse/fiancé(e) could not find the type of employment he/she wants?

○ Definitely yes
○ Probably yes
○ Don't know
○ Probably no
○ Definitely no

28. How does your spouse/fiancé(e) feel about your staying in the Army?

○ Definitely wants me to stay
○ Leans toward wanting me to stay
○ Neutral or satisfied either way
○ Leans toward wanting me to leave
○ Definitely wants me to leave

29. What level of support for your decision can you expect from your spouse/fiancé(e) if you decide to make the Army a career?

○ Strong support
○ Moderate support
○ Neutral
○ Moderate opposition
○ Strong opposition

30. Overall, how satisfied is your spouse/fiancé(e) with the Army as a way of life?

○ Very satisfied
○ Satisfied
○ Neutral
○ Dissatisfied
○ Very dissatisfied

31. How satisfied is your spouse/fiancé(e) with the support and concern the Army has for your family?

○ Very satisfied
○ Satisfied
○ Neutral
○ Dissatisfied
○ Very dissatisfied
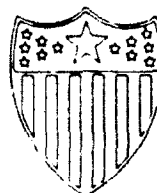
This section is to be completed by all officers.

VII. LEADERSHIP/ ORGANIZATIONAL ISSUES

A. Leadership

1. Who do you consider to be the best leader in your current assignment?
   - ○ Your rater
   - ○ Your senior rater
   - ○ A peer
   - ○ An officer not in your chain of command
   - ○ An NCO
   - ○ An instructor
   - ○ Other

How often does this leader . . .

(scale: Always, Frequently, Usually, Seldom, Never)

2. Inspire enthusiasm .... ○○○○○

3. Inspire loyalty .... ○○○○○

4. Inspire trust .... ○○○○○

5. Help others to understand the unit mission .... ○○○○○

6. Help others to understand the Army's goals .... ○○○○○

7. Who do you consider to be the best leader in all of your previous assignments?
   - ○ A rater
   - ○ A senior rater
   - ○ A peer
   - ○ An officer not in your chain of command
   - ○ An NCO
   - ○ An instructor
   - ○ Other

How often did this leader . . .

(scale: Always, Frequently, Usually, Seldom, Never)

8. Inspire enthusiasm .... ○○○○○

9. Inspire loyalty .... ○○○○○

10. Inspire trust .... ○○○○○

11. Help others to understand the unit mission .... ○○○○○

12. Help others to understand the Army's goals .... ○○○○○

B. Organization

Please indicate your level of agreement with the following items

(scale: Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree)

13. The Army has a great deal of personal meaning for me .... ○○○○○

14. I do not feel a strong sense of belonging to the Army .... ○○○○○

15. I enjoy discussing the Army with people outside it .... ○○○○○

16. I do not feel "emotionally attached" to the Army .... ○○○○○

17. I really feel as if the Army's problems are my own .... ○○○○○

18. I do not feel like I am "part of the family" in the Army........ ○○○○○

19. I think I could easily become as attached to another organization as I am to the Army........ ○○○○○

Please use the following scale to provide your assessment of the Army's effectiveness in:

(scale: Very effective, Effective, Borderline, Ineffective, Very ineffective, Don't know)

20. Providing organizational support .... ○○○○○○

21. Providing communication channels .... ○○○○○○

22. Providing information resources .... ○○○○○○

23. Providing materiel resources .... ○○○○○○

24. Providing personnel resources .... ○○○○○○

25. Providing feedback on duty performance .... ○○○○○○

26. Providing recognition for a job well done .... ○○○○○○

27. Accomplishing the Army mission .... ○○○○○○

This section is to be completed by <u>all</u> officers.

VIII. ECONOMIC ISSUES

In this section we ask about fringe benefits, money, work time and other jobs you may have. Some of these questions may be different from the kind you have encountered in previous surveys. We appreciate your cooperation in providing this information.

A. Fringe Benefits

Below you are asked to evaluate four fringe benefits in two dimensions: money and time. The situations that are proposed to you here are <u>purely hypothetical</u>. The Army is <u>not</u> considering eliminating these benefits. However, your realistic response will help us to assess the <u>relative</u> importance of the different benefits in a precise way and will hopefully aid the Army in planning their benefits package.

Please indicate below how much <u>money per month</u> (in dollars) you would be willing to pay out of your current income for each of the following benefits <u>if they were not already provided by the Army</u>. Note that we are <u>not</u> asking you to guess the actual price of these benefits; rather, we want to know how you feel about them personally.

(Consider each benefit separately and enter "000" if a benefit is not worth any money to you.)

<u>Benefit</u>

1. Retirement with half pay after 20 years
   (Round to the nearest whole number in dollars)

   $ [ ][ ][ ] dollars per <u>month</u>

2. Full medical and dental benefits for self and immediate family
   (Round to the nearest whole number in dollars)

   $ [ ][ ][ ] dollars per <u>month</u>

3. Commissary Stores
   (Round to the nearest whole number in dollars)

   $ [ ][ ][ ] dollars per <u>month</u>

4. Army Exchange Service
   (Round to the nearest whole number in dollars)

   $ [ ][ ][ ] dollars per <u>month</u>

Now we would like you to consider these benefits again. Only this time, please indicate below how much they are worth in terms of your _time_. That is, if these benefits were not already provided by the Army, _how much longer per week_ would you be willing to work above and beyond your usual weekly hours (without additional pay) in order to get them?

(Consider each benefit separately and enter ''0000'' if a benefit is not worth working longer for.)

5. Retirement with half pay after 20 years

Hours Min

[ ][ ] : [ ][ ] per week

6. Full medical and dental benefits for self and immediate family

Hours Min

[ ][ ] : [ ][ ] per week

7. Commissary Stores

Hours Min

[ ][ ] : [ ][ ] per week

8. Army Exchange Service

Hours Min

[ ][ ] : [ ][ ] per week

B. Other Jobs

9. _Since receiving your commission, have you ever held another paid job outside of the Army?_

○ Yes
○ No

10. How many weeks during the past 12 months have you worked at a paid non-Army job?

[ ][ ] weeks

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11. Are you currently working on another job outside of the Army?

○ Yes
○ No

If YES, please answer questions 12-14, if NO, skip to Section IX, Comments.

(If you are currently working on more than one paid non-Army job, please answer for the one on which you spend the most time.)

12 How much are you usually paid per month on the non-Army job? (Round to the nearest whole number in dollars.)

$ [| | |] dollars

```
0 ⓪  0 ⓪
1 ①  1 ①
2 ②  2 ②
3 ③  3 ③
4 ④  4 ④
5 ⑤  5 ⑤
6 ⑥  6 ⑥
7 ⑦  7 ⑦
8 ⑧  8 ⑧
9 ⑨  9 ⑨
```

13 How many hours per month (on average) do you usually work on the non-Army job?

[| |] hours per month

```
0 ⓪  0
1 ①  1
2 ②  2
3 ③  3
4 ④  4
5 ⑤  5
6 ⑥  6
7 ⑦  7
8 ⑧  8
9 ⑨  9
```

IX. COMMENTS

Thank you very much for your cooperation with this important research

We have attempted to be very thorough in examining the issues that may affect an officer's career decisions If you have comments that may help us to better understand officer career issues and decisions, please write them in the space below (continue on back if necessary)

_____

_____

_____

_____

_____

_____

_____

_____

_____

We hope to get more in-depth information from a small group of respondents in the future To facilitate finding you if you are selected, please enter below the name and address of someone who will always know how to get in touch with you

NAME _____

ADDRESS _____

_____

_____

PHONE (_____) _____

Your cooperation in completing this survey is greatly appreciated.

PLEASE RETURN COMPLETED SURVEY TO:

> **ARMY RESEARCH INSTITUTE**
> **Longitudinal Research On Officer Careers (LROC)**
> **Project Office**
> **4501 Ford Avenue, Suite 1100**
> **Alexandria, VA 22302**

THANK YOU!

APPENDIX C

CROSS-REFERENCE OF LROC SURVEY QUESTIONS 1988-1992

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
I. BACKGROUND INFORMATION					
2	1	SEX92	S	S	S
2	2	YRBORN92	S	S	S
2	3	MARSIN92	S	S	S
2	4	NOCHIL92	S	S	S
2	5	AGECHI92	S	S	S
2	6	RACEGP92	S	S	S
2	7	EDULEV92	S	S	S
3	8	COLMAJ92	S	S	S
3	9	GRDMAJ92	S	S	S
3	10	PAREAD92	S	S	S
3	11	BRANIN92	S	S@	S@
3	12	BRANWA92	S	S@	S@
3	13	BRCHCE92	S	S	N/A
4	14	TRANBR92	S	S@	N/A
4	15	CURDET92	S	S	N/A
4	16	BRNDET92	S	S	N/A
4	17	AREAIN92	S	S	N/A
4	18	AREAWA92	S	S	S@
4	19	SVCBEG92	S@	S@	S@
4	20	SORCOM92	S	S	S
4	21	DMGRAD92	S	S	S
4	22	RAOTRA92	S	S	S
4	23	CGRADE92	S	S@	S
4	24	MACOMA92	S	S	S@
5	25	YRSSVC92	S	S	S
5	26	YRSEXP92	S	S	S
5	27	YRSLIK92	S	N/A	N/A
5	28	MOTOGO92	S	S	S
5	29	MOGONE92	S	S	S
5	30	MILMON92	S	S	N/A
5	31	FAMMON92	S	S	S

S   = SAME VARIABLE AS 1992
S@ = SAME VARIABLE, DIFFERENT RESPONSE FORMAT
S- = DIFFERENT QUESTION WORDING
N/A = VARIABLE NOT USED IN THAT SURVEY YEAR

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
II. CURRENT ASSIGNMENT					
6	1	SUPLDR92	S	S	S
6	2	SUPSUB92	S	S	S
6	3	SUPTEC92	S	S	S
6	4	OPPLRN92	S	S	S
6	5	OPPWRK92	S	S	S
6	6	OPPACT92	S	S	S
6	7	CURASG92	S	S	S
6	8	PREASG92	S	S	S
6	9	CURHRS92	S	S	S
6	10	PREFHR92	S	S	S
6	11	LSTHRS92	S	S	N/A
7	12	MSTHRS92	S	S	N/A
7	13	HRVARY92	S	S	N/A
		N/A	N/A	SATCUR89	N/A
7	14	BONUS92	S	S	N/A
7	15	HRSBNS92	S	S	N/A
7	16	FARPAY92	S	S	N/A
7	17	SATFAM92	S	S	S
7	18	SATLIF92	S	S	S
7	19	SATSPT92	S	S	S
7	20	SATGOL92	S	S	S
7	21	RELSUP92	S	S	S
7	22	RELPER92	S	S	S
7	23	RELSUB92	S	S	S
III. YOUR CAREER					
8	1	JROTPA92	N/A	N/A	N/A
8	1	JROTC192	N/A	N/A	N/A
8	1	JROTC292	N/A	N/A	N/A
8	1	JROTC392	N/A	N/A	N/A
8	1	JROTC492	N/A	N/A	N/A
8	2	JROTBR92	N/A	N/A	N/A
8	3	MILHIS92	N/A	N/A	N/A
8	3	MILHS192	N/A	N/A	N/A
8	3	MILHS292	N/A	N/A	N/A
8	3	MILHS392	N/A	N/A	N/A
8	3	MILHS492	N/A	N/A	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
8	4	TNGREQ92	S	S	S
8	5	TNGBRA92	S	S	S
8	6	TNGWRT92	S	S	S
8	7	TNGEFF92	S	S	S
8	8	MAJBRA92	N/A	N/A	N/A
8	9	EXPREA92	N/A	N/A	N/A
8	10	OPPADV92	S	S	S
8	11	OPPCMD92	S	S	S
8	12	HOWCOM92	S	S	S
8	13	TRTETH92	S	S	S
8	14	TRTSEX92	S	S	S
9	15	AGHIGH92	S	S	S
9	16	AGRETB92	S	S	S
9	17	AGASGN92	S	S	S
9	18	AGSKIL92	S	S	S
9	19	AGFAIR92	S	S	S
9	20	AGPROP92	S	S	S
9	21	LACKEX92	S	S	S
9	21	CARGOL92	S	S	S
9	21	SELCRI92	S	S	S
9	21	CHGMAN92	S	S	S
9	21	CONBUD92	S	S	S
9	21	NOUNCR92	S	S	S
9	21	OTHERS92	S	S	S
9	22	SATWRK92	S	S-	N/A
9	23	SATSUP92	S	S	N/A
9	24	SATASG92	S	S	S
9	25	SATINF92	S	S	S
9	26	SATCON92	S	S	S
9	27	SATPAY92	S	S	S
9	28	SATREC92	S	S	S
9	29	SATPER92	S	S	S
9	30	CURJOB92	S	N/A	N/A
9	31	CURPRO92	S	N/A	N/A
10	32	PERINF92	S	N/A	N/A
10	33	PERSTR92	S	N/A	N/A
10	34	PERADV92	S	N/A	N/A
10	35	PERFAV92	S	N/A	N/A
10	36	PERLIS92	S	N/A	N/A
10	37	PERFND92	S	N/A	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
10	38	STRJOB92	S	N/A	N/A
10	39	STRPER92	S	N/A	N/A
10	40	STRFAM92	S	N/A	N/A
		N/A	N/A	MENNOS89	S
		N/A	N/A	MENPER89	S
		N/A	N/A	MENAID89	S
10	41	ETHPRS92	S	S	S
10	42	ETHPBL92	S	S	S
10	43	QTRPRF92	S	S	S
10	44	PERPRD92	S	S	S
10	45	COMPAR92	S	S	S
10	46	WRKLIK92	S	S	S
11	47	JOBSAT92	N/A	S	S
11	48	CARSAT92	N/A	S	S
11	49	CARCBT92	S	S	S
11	50	CARFUN92	S	S	S
11	51	BRSPEC92	S	S	S
11	52	PLNPRE92	S	S	S
11	53	PLNCOM92	S	S	S
11	54	PLNPLT92	S	S	S
11	55	PLNSTF92	S	S	S
11	56	PLNSCH92	S	S	S
11	57	PLNASN92	S	S	S
11	58	PLNNOW92	S	S	S
12	59	CIVSHR92	S	S	S
12	60	CARSTN92	S	S	S
12	61	CARLIK92	S	S	S
12	62	CARCON92	S	S	N/A
12	63	CARAFL92	S	S	S
12	64	WEDTRA92	S	S	S
12	65	WRKBAL92	S	S	S
12	66	OFFSPO92	S	S	S
12	67	JOBOFF92	S	S	S
12	68	SPOOPP92	S	S	S
12	69	RECSVC92	S	S	S
12	70	CARDMD92	S	S	S
12	71	CARSPT92	S	S	S
13	72	CARINV92	S	S	S
13	73	FEELGO92	S	S	S

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
13	74	CARPRD92	s	s	s
13	75	CARSHR92	s	s	s
13	76	FELORG92	s	s	s
13	77	REWARD92	s	s	s
13	78	LIKWRK92	s	s	s
13	79	CARFAM92	s	s	s
13	80	INTEND92	s	s	s
13	81	CIVOPP92	s	s	s
13	82	HARDGO92	s	s	s
13	83	GOMONY92	s	s	s

IV. ARMY LIFE

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
14	1	DECPAY92	s	s	s
14	2	DECRRT92	s	s	s
14	3	DECBEN92	s	s	s
14	4	DECEDU92	s	s	s
14	5	DECLIF92	s	s	s
14	6	DECADV92	s	s	s
14	7	DECJOB92	s	s	s
14	8	DECCOW92	s	s	s
14	9	DECAIM92	s	s	s
14	10	DECHRS92	s	s	s
14	11	DECEMP92	s	s	s
14	12	DECSAT92	s	s	s
14	13	DECYTH92	s	s	s
14	14	DECPER92	s	s	s
14	15	DECMAT92	s	s	s
14	16	DECALL92	s	s	s
14	17	DECETH92	s	s	s
14	18	DECFRE92	s	s	s
14	19	DECSEC92	s	s	s
14	20	DECMON92	s	s	s
14	21	DECCIV92	s	s	s
14	22	DECSLO92	s	s	s
14	23	DEC1ST92	s	s	s
14	24	DEC2ND92	s	s	s
14	25	DEC3RD92	s	s	s

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
14	26	CIVPAY92	S	S	S
14	27	CIVRET92	S	S	S
14	28	CIVBEN92	S	S	S
14	29	CIVEDU92	S	S	S
14	30	CIVLIF92	S	S	S
14	31	CIVADV92	S	S	S
14	32	CIVJOB92	S	S	S
14	33	CIVCOW92	S	S	S
14	34	CIVAIM92	S	S	S
14	35	CIVHRS92	S	S	S
14	36	CIVEMP92	S	S	S
14	37	CIVSAT92	S	S	S
14	38	CIVYTH92	S	S	S
14	39	CIVPER92	S	S	S
14	40	CIVMAT92	S	S	S
14	41	CIVALL92	S	S	S
14	42	CIVETH92	S	S	S
14	43	CIVFRE92	S	S	S
14	44	CIVSEC92	S	S	S
14	45	CIVMON92	S	S	S

V. ARMY LIFE
   EXPECTATIONS

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
15	1	EXPFLD92	S	S	S
15	2	EXPSEP92	S	S	S
15	3	EXPADJ92	S	S	S
15	4	EXPCON92	S	S	S
15	5	EXPDIS92	S	S	S
15	6	ACCWKS92	S	S	S
15	7	ACCSEP92	S	S	S
15	8	ACCADJ92	S	S	S
15	9	ACCCON92	S	S	S
15	10	ACCDIS92	S	S	S
15	11	ACCPCS92	S	S	S
15	12	ACCTIM92	S	S	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
VI. SPOUSE/FIANCE INFORMATION					
16	1	SPFWKS92	S	S	S
16	2	SPFSEP92	S	S	S
16	3	SPFADJ92	S	S	S
16	4	SPFCON92	S	S	S
16	5	SPFDIS92	S	S	S
16	6	SPFPCS92	S	S	S
16	7	SPFNUM92	S	S	N/A
16	8	SPFOBL92	S	S	S
16	9	SPFANX92	S	S	S
16	10	YRIWED92	S	S	S
16	11	SPEXPT92	S	S	S
16	12	SPAWAY92	S	S	S
16	13	SPOPAR92	S	S	N/A
16	14	SPBORN92	S	S	S
17	15	SPINSV92	S	S	S
17	16	SPEDUC92	S	S	S
17	17	SPPLAN92	S	S@	S
17	18	SPINED92	S	S	S
17	19	SPWORK92	S	S	S
17	20	SPUNDR92	S	S	N/A
17	21	SPPROF92	S	S	S
17	22	SPMONY92	S	S	S
17	23	SPMOWK92	S	S	S
18	24	PLANSP92	S	S	S
18	25	SPSEEK92	S	S	S
18	26	SPDIFF92	S	S	S
18	27	SPUNEM92	S	S	S
18	28	SPLIKE92	S	S	S
18	29	SPSPTU92	S	S	S
18	30	SPOALL92	S	S	S
18	31	SPSFAM92	S	S	S

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
VII. LEADERSHIP/ ORGANIZATIONAL ISSUES					
19	1	N/A	N/A	LDRCUR89	N/A
19	2	N/A	N/A	LDRENT89	N/A
19	3	N/A	N/A	LDRLOY89	N/A
19	4	N/A	N/A	LDRTRU89	N/A
19	5	N/A	N/A	LDRHLP89	N/A
19	6	N/A	N/A	LDRGOL89	N/A
19	7	N/A	N/A	LDRPRV89	N/A
19	8	N/A	N/A	PLDREN89	N/A
19	9	N/A	N/A	PLDRLO89	N/A
19	10	N/A	N/A	PLDRTR89	N/A
19	11	N/A	N/A	PLDRHE89	N/A
19	12	N/A	N/A	PLDRGO89	N/A
19	13	N/A	N/A	ARMEAN89	N/A
19	14	N/A	N/A	ARBLNG89	N/A
19	15	N/A	N/A	ARTALK89	N/A
19	16	N/A	N/A	AREMOT89	N/A
19	17	N/A	N/A	ARPROB89	N/A
19	18	N/A	N/A	ARPART89	N/A
19	19	N/A	N/A	ARATCH89	N/A
19	20	N/A	N/A	PRVSUP89	N/A
19	21	N/A	N/A	PRVCOM89	N/A
19	22	N/A	N/A	PRVINF89	N/A
19	23	N/A	N/A	PRVMAT89	N/A
19	24	N/A	N/A	PRVRES89	N/A
19	25	N/A	N/A	PRVFDB89	N/A
19	26	N/A	N/A	PRVRCG89	N/A
19	27	N/A	N/A	PRVEFF89	NA/
VII. CURRENT EVENTS					
19	1	CEWKMO92	S	N/A	N/A
19	2	CEPROM92	S	N/A	N/A
19	3	CEOFFS92	S	N/A	N/A
19	4	CESGTS92	S	N/A	N/A
19	5	CEENLS92	S	N/A	N/A
19	6	CERIFS92	S	N/A	N/A
19	7	CEREAD92	S	N/A	N/A

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
19	8	CEMORL92	S	N/A	N/A
19	9	CEFAMS92	S	N/A	N/A
19	10	CEPERS92	S	N/A	N/A
19	11	CESTAY92	S	N/A	N/A
19	12	CEDRUG92	S	N/A	N/A
19	13	CEDUTY92	S	N/A	N/A
19	14	CEGREN92	CEWARS90	N/A	N/A
19	14	CEPANA92	CEWARS90	N/A	N/A
19	14	CESADI92	CEWARS90	N/A	N/A
19	14	CEOTHR92	CEWARS90	N/A	N/A
19	14	CENONE92	CEWARS90	N/A	N/A
19	15	DSPROT92	N/A	N/A	N/A
20	16	DSPROM92	N/A	N/A	N/A
20	. 17	DSOFFS92	N/A	N/A	N/A
20	18	WMNCBT92	N/A	N/A	N/A
20	19	WMNUNT92	N/A	N/A	N/A
20	20	WMNBRN92	N/A	N/A	N/A
20	21	WMNEFF92	N/A	N/A	N/A
20	22	BRREST92	N/A	N/A	N/A

VIII. ECONOMIC
ISSUES

PAGE NUMBER	QUESTION NUMBER	1992 VARIABLE	1990 VARIABLE	1989 VARIABLE	1988 VARIABLE
20	1	BENHLF92	S	S	N/A
20	2	BENMED92	S	S	N/A
21	3	BENCOM92	S	S	N/A
21	4	BENEXC92	S	S	N/A
21	5	TIMRLF92	S	S	N/A
21	6	TIMMED92	S	S	N/A
21	7	TIMCOM92	S	S	N/A
22	8	TIMEXC92	S	S	N/A
22	9	OTHJOB92	S	S	N/A
22	10	OTHWKS92	S	S	N/A
22	11	OTHNOW92	S	S	N/A
22	12	OTHPAY92	S	S	N/A
22	13	OTHHRS92	S	S	N/A

APPENDIX D

DESCRIPTIVE STATISTICS FOR
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SEX89   WHAT IS YOUR SEX

Mean	1.276	Std err	.006	Median	1.000
Mode	1.000	Std dev	.447	Variance	.200
Kurtosis	-.991	S E Kurt	.066	Skewness	1.004
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7002.000		

Valid cases   5489   Missing cases   64

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YRBORN89   IN WHAT YEAR WERE YOU BORN

Mean	59.911	Std err	.055	Median	60.000
Mode	59.000	Std dev	4.056	Variance	16.448
Kurtosis	3.019	S E Kurt	.066	Skewness	-1.117
S E Skew	.033	Range	41.000	Minimum	28.000
Maximum	69.000	Sum	330531.000		

Valid cases   5517   Missing cases   36

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MARSIN89   CURRENT MARITAL STATUS

Mean	2.588	Std err	.013	Median	3.000
Mode	3.000	Std dev	.988	Variance	.975
Kurtosis	.196	S E Kurt	.066	Skewness	-.288
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14346.000		

Valid cases   5544   Missing cases   9

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NOCHIL89   NUMBER OF CHILDREN IN YOUR CUSTODY

Mean	1.741	Std err	.014	Median	1.000
Mode	1.000	Std dev	1.036	Variance	1.073
Kurtosis	1.178	S E Kurt	.066	Skewness	1.330
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	9655.000		

Valid cases   5546   Missing cases   7

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AGECHI89   HOW OLD IS YOUR YOUNGEST CHILD

Mean	1.774	Std err	.014	Median	1.000
Mode	1.000	Std dev	1.078	Variance	1.161
Kurtosis	1.317	S E Kurt	.066	Skewness	1.373
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	9825.000		

Valid cases   5537   Missing cases   16

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DESCRIPTIVE STATISTICS FOR
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RACEGP89   RACIAL-ETHNIC BACKGROUND

Mean	1.303	Std err	.011	Median	1.000
Mode	1.000	Std dev	.812	Variance	.659
Kurtosis	13.189	S E Kurt	.066	Skewness	3.433
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	7203.000		

Valid cases   5530   Missing cases   23

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EDULEV89   HIGHEST LEVEL OF EDUCATION

Mean	2.633	Std err	.012	Median	2.000
Mode	2.000	Std dev	.913	Variance	.834
Kurtosis	.391	S E Kurt	.066	Skewness	1.216
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14578.000		

Valid cases   5536   Missing cases   17

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COLMAJ89   UNDERGRADUATE MAJOR FIELD OF STUDY

Mean	5.911	Std err	.039	Median	5.000
Mode	5.000	Std dev	2.883	Variance	8.312
Kurtosis	-1.033	S E Kurt	.066	Skewness	.299
S E Skew	.033	Range	10.000	Minimum	1.000
Maximum	11.000	Sum	32541.000		

Valid cases   5505   Missing cases   48

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GRDMAJ89   GRADUATE MAJOR FIELD OF STUDY

Mean	3.602	Std err	.048	Median	1.000
Mode	1.000	Std dev	3.582	Variance	12.828
Kurtosis	-.750	S E Kurt	.066	Skewness	.939
S E Skew	.033	Range	10.000	Minimum	1.000
Maximum	11.000	Sum	19853.000		

Valid cases   5511   Missing cases   42

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PAREAD89   WAS A PARENT CAREER ACTIVE DUTY MILITARY

Mean	1.781	Std err	.006	Median	2.000
Mode	2.000	Std dev	.414	Variance	.171
Kurtosis	-.150	S E Kurt	.066	Skewness	-1.360
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	9887.000		

Valid cases   5551   Missing cases   2

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APPENDIX D

DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

BRANIN89 WHAT BRANCH ARE YOU IN

Mean	37.835	Std err	.383	Median	25.000
Mode	11.000	Std dev	28.478	Variance	810.978
Kurtosis	-.961	S E Kurt	.066	Skewness	.738
S E Skew	.033	Range	81.000	Minimum	11.000
Maximum	92.000	Sum	209682.000		

Valid cases   5542   Missing cases   11

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BRANWA89 WHAT BRANCH WOULD YOU PREFER TO BE IN

Mean	36.631	Std err	.364	Median	25.000
Mode	15.000	Std dev	26.398	Variance	696.858
Kurtosis	-.729	S E Kurt	.067	Skewness	.791
S E Skew	.034	Range	81.000	Minimum	11.000
Maximum	92.000	Sum	192826.000		

Valid cases   5264   Missing cases   289

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BRCHCE89 WHICH CHOICE WAS YOUR BASIC

Mean	1.626	Std err	.017	Median	1.000
Mode	1.000	Std dev	1.227	Variance	1.506
Kurtosis	2.274	S E Kurt	.066	Skewness	1.911
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	8903.000		

Valid cases   5477   Missing cases   76

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TRANBR89 DO YOU INTEND TO TRANSFER BRANCHES

Mean	1.365	Std err	.011	Median	1.000
Mode	1.000	Std dev	.799	Variance	.639
Kurtosis	4.111	S E Kurt	.066	Skewness	2.262
S E Skew	.033	Range	3.000	Minimum	1.000
Maximum	4.000	Sum	7527.000		

Valid cases   5514   Missing cases   39

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CURDET89 ARE YOU DETAILED TO ANOTHER BRANCH

Mean	1.971	Std err	.002	Median	2.000
Mode	2.000	Std dev	.169	Variance	.028
Kurtosis	29.243	S E Kurt	.066	Skewness	-5.589
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	10914.000		

Valid cases   5538   Missing cases   15

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

BRNDET89   IF DETAILED TO ANOTHER BRANCH WHICH ONE

Mean	60.050	Std err	2.977	Median	99.000
Mode	99.000	Std dev	42.105	Variance	1772.842
Kurtosis	-1.916	S E Kurt	.342	Skewness	-.234
S E Skew	.172	Range	88.000	Minimum	11.000
Maximum	99.000	Sum	12010.000		

Valid cases   200   Missing cases   5353

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AREAIN89   WHAT FUNCTIONAL AREA ARE YOU IN

Mean	22.612	Std err	.360	Median	.000
Mode	.000	Std dev	26.393	Variance	696.569
Kurtosis	-.749	S E Kurt	.067	Skewness	.614
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	121854.000		

Valid cases   5389   Missing cases   164

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AREAWA89   IF YOU STAY, WHAT AREA WOULD YOU PREFER

Mean	40.237	Std err	.378	Median	48.000
Mode	.000	Std dev	27.180	Variance	738.764
Kurtosis	-.124	S E Kurt	.068	Skewness	.039
S E Skew	.034	Range	99.000	Minimum	.000
Maximum	99.000	Sum	207822.000		

Valid cases   5165   Missing cases   388

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SVCBEG89   YEAR ACTIVE COMMISSIONED SERVICE BEGAN

Mean	83.902	Std err	.035	Median	84.000
Mode	81.000	Std dev	2.625	Variance	6.892
Kurtosis	-1.194	S E Kurt	.066	Skewness	-.015
S E Skew	.033	Range	10.000	Minimum	79.000
Maximum	89.000	Sum	464986.000		

Valid cases   5542   Missing cases   11

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SORCOM89   SOURCE OF YOUR COMMISSION WAS

Mean	2.408	Std err	.016	Median	2.000
Mode	3.000	Std dev	1.226	Variance	1.502
Kurtosis	5.3496E-04	S E Kurt	.066	Skewness	.741
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	13346.000		

Valid cases   5542   Missing cases   11

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APPENDIX D

DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DMGRAD89 DISTINGUISHED MILITARY GRADUATE

Mean	2.045	Std err	.012	Median	2.000
Mode	3.000	Std dev	.871	Variance	.758
Kurtosis	-1.675	S E Kurt	.068	Skewness	-.086
S E Skew	.034	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	10757.000		

Valid cases   5261   Missing cases   292

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RAOTRA89 CURRENT STATUS IS

Mean	1.436	Std err	.007	Median	1.000
Mode	1.000	Std dev	.555	Variance	.308
Kurtosis	-.416	S E Kurt	.066	Skewness	.799
S E Skew	.033	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	7940.000		

Valid cases   5531   Missing cases   22

- -

CGRADE89 CURRENT RANK IS   .

Mean	2.643	Std err	.009	Median	3.000
Mode	3.000	Std dev	.649	Variance	.422
Kurtosis	.698	S E Kurt	.066	Skewness	-1.061
S E Skew	.033	Range	3.000	Minimum	1.000
Maximum	4.000	Sum	14644.000		

Valid cases   5540   Missing cases   13

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MACOMA89 MAJOR COMMAND HEADQUARTERS

Mean	4.066	Std err	.060	Median	3.000
Mode	1.000	Std dev	4.439	Variance	19.704
Kurtosis	4.089	S E Kurt	.066	Skewness	2.224
S E Skew	.033	Range	17.000	Minimum	1.000
Maximum	18.000	Sum	22418.000		

Valid cases   5514   Missing cases   39

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YRSSVC89 YEARS OF ACTIVE DUTY SERVICE COMPLETED

Mean	6.164	Std err	.045	Median	6.000
Mode	8.000	Std dev	3.331	Variance	11.094
Kurtosis	5.766	S E Kurt	.066	Skewness	1.066
S E Skew	.033	Range	48.000	Minimum	.000
Maximum	48.000	Sum	34177.000		

Valid cases   5545   Missing cases   8

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DESCRIPTIVE STATISTICS FOR
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YRSEXP89 YEARS OF ACTIVE DUTY SERVICE EXPECTED

Mean	16.970	Std err	.103	Median	20.000
Mode	20.000	Std dev	7.612	Variance	57.941
Kurtosis	-.745	S E Kurt	.066	Skewness	-.367
S E Skew	.033	Range	48.000	Minimum	.000
Maximum	48.000	Sum	92859.000		

Valid cases   5472   Missing cases   81

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MOTOGO89 MONTHS LEFT IN OBLIGATED PERIOD

Mean	14.477	Std err	.242	Median	8.000
Mode	.000	Std dev	17.992	Variance	323.710
Kurtosis	2.876	S E Kurt	.066	Skewness	1.615
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	79797.000		

Valid cases   5512   Missing cases   41

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MOGONE89 MONTHS SINCE OBLIGATION COMPLETED

Mean	10.506	Std err	.259	Median	.000
Mode	.000	Std dev	18.954	Variance	359.236
Kurtosis	3.756	S E Kurt	.067	Skewness	2.070
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	56430.000		

Valid cases   5371   Missing cases   182

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MILMON89 CURRENT TOTAL MONTHLY MILITARY PAY

Mean	2888.335	Std err	9.618	Median	2932.500
Mode	3000.000	Std dev	688.102	Variance	473484.400
Kurtosis	4.354	S E Kurt	.068	Skewness	.707
S E Skew	.034	Range	8000.000	Minimum	.000
Maximum	8000.000	Sum	14782499.0		

Valid cases   5118   Missing cases   435

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FAMMON89 1988 INCOME BEFORE TAXES IN THOUSANDS

Mean	35.837	Std err	.212	Median	33.000
Mode	30.000	Std dev	15.352	Variance	235.678
Kurtosis	2.062	S E Kurt	.067	Skewness	1.150
S E Skew	.034	Range	99.000	Minimum	.000
Maximum	99.000	Sum	188610.000		

Valid cases   5263   Missing cases   290

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APPENDIX D

DESCRIPTIVE STATISTICS FOR
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SUPLDR89 SUPERVISORS LEADERSHIP EFFECTIVENESS

Mean	2.202	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.046	Variance	1.093
Kurtosis	.044	S E Kurt	.066	Skewness	.752
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12127.000		

Valid cases   5508   Missing cases   45

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SUPSUB89 RECOGNIZING-REWARDING SUBORDINATES

Mean	2.394	Std err	.015	Median	2.000
Mode	2.000	Std dev	1.123	Variance	1.260
Kurtosis	-.439	S E Kurt	.066	Skewness	.548
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13166.000		

Valid cases   5500   Missing cases   53

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SUPTEC89 RATER TECHNICAL COMPETENCE

Mean	1.892	Std err	.013	Median	2.000
Mode	1.000	Std dev	.936	Variance	.875
Kurtosis	.891	S E Kurt	.066	Skewness	1.051
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10389.000		

Valid cases   5492   Missing cases   61

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OPPLRN89 OPPORTUNITY TO DEVELOP CAREER SKILLS

Mean	1.966	Std err	.014	Median	2.000
Mode	1.000	Std dev	1.012	Variance	1.024
Kurtosis	.537	S E Kurt	.066	Skewness	1.009
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10832.000		

Valid cases   5509   Missing cases   44

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OPPWRK89 OPPORTUNITY TO DO INTERESTING WORK

Mean	2.099	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.070	Variance	1.144
Kurtosis	.155	S E Kurt	.066	Skewness	.869
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11541.000		

Valid cases   5499   Missing cases   54

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OPPACT89 OPPORTUNITY TO EXERCISE INITIATIVE

Mean	2.068	Std err	.015	Median	2.000
Mode	1.000	Std dev	1.105	Variance	1.221
Kurtosis	-.009	S E Kurt	.066	Skewness	.874
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11364.000		

Valid cases   5494   Missing cases   59

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CURASG89 NATURE OF CURRENT DUTY ASSIGNMENT

Mean	4.296	Std err	.028	Median	4.000
Mode	4.000	Std dev	2.099	Variance	4.405
Kurtosis	-.145	S E Kurt	.066	Skewness	.546
S E Skew	.033	Range	8.000	Minimum	1.000
Maximum	9.000	Sum	23583.000		

Valid cases   5490   Missing cases   63

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PREASG89 NATURE OF PREVIOUS DUTY ASSIGNMENT

Mean	3.983	Std err	.029	Median	4.000
Mode	4.000	Std dev	2.114	Variance	4.467
Kurtosis	-.491	S E Kurt	.067	Skewness	.426
S E Skew	.033	Range	8.000	Minimum	1.000
Maximum	9.000	Sum	21298.000		

Valid cases   5347   Missing cases   206

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CURHRS89 CURRENT AVERAGE HOURS PER WEEK

Mean	56.105	Std err	.171	Median	55.000
Mode	60.000	Std dev	12.668	Variance	160.483
Kurtosis	2.312	S E Kurt	.066	Skewness	-.098
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	309139.000		

Valid cases   5510   Missing cases   43

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PREFHR89 PREFERRED AVERAGE HOURS PER WEEK

Mean	46.126	Std err	.126	Median	45.000
Mode	40.000	Std dev	9.297	Variance	86.434
Kurtosis	5.833	S E Kurt	.066	Skewness	-.322
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	252262.000		

Valid cases   5469   Missing cases   84

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LSTHRS89 LOWEST NUMBER OF HOURS PER WEEK

Mean	46.141	Std err	.141	Median	45.000
Mode	40.000	Std dev	10.442	Variance	109.037
Kurtosis	3.196	S E Kurt	.066	Skewness	.016
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	253084.000		

Valid cases   5485   Missing cases   68

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MSTHRS89 HIGHEST NUMBER OF HOURS PER WEEK

Mean	69.071	Std err	.222	Median	70.000
Mode	60.000	Std dev	16.423	Variance	269.725
Kurtosis	.255	S E Kurt	.066	Skewness	-.023
S E Skew	.033	Range	99.000	Minimum	.000
Maximum	99.000	Sum	378715.000		

Valid cases   5483   Missing cases   70

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HRVARY89 HOW COMMON IS IT FOR YOUR HOURS TO VARY

Mean	2.576	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.318	Variance	1.737
Kurtosis	-1.206	S E Kurt	.066	Skewness	.322
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14248.000		

Valid cases   5532   Missing cases   21

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SATCUR89 SATISFIED WITH CURRENT ASSIGNMENT

Mean	2.276	Std err	.015	Median	2.000
Mode	2.000	Std dev	1.125	Variance	1.265
Kurtosis	-.150	S E Kurt	.066	Skewness	.793
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12575.000		

Valid cases   5525   Missing cases   28

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BONUS89 SHOULD THERE BE A BONUS FOR LONG HOURS

Mean	1.614	Std err	.007	Median	2.000
Mode	2.000	Std dev	.487	Variance	.237
Kurtosis	-1.783	S E Kurt	.066	Skewness	-.467
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	8922.000		

Valid cases   5529   Missing cases   24

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HRSBNS89 AFTER HOW MANY HOURS SHOULD BONUS START

Mean	41.602	Std err	.420	Median	50.000
Mode	50.000	Std dev	20.876	Variance	435.824
Kurtosis	.020	S E Kurt	.098	Skewness	-.904
S E Skew	.049	Range	99.000	Minimum	.000
Maximum	99.000	Sum	102716.000		

Valid cases   2469   Missing cases   3084

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FARPAY89 FAIR HOURLY RATE OF PAY FOR YOUR JOB

Mean	20.504	Std err	.193	Median	18.000
Mode	20.000	Std dev	13.589	Variance	184.670
Kurtosis	13.431	S E Kurt	.069	Skewness	3.152
S E Skew	.035	Range	99.000	Minimum	.000
Maximum	99.000	Sum	101883.000		

Valid cases   4969   Missing cases   584

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SATFAM89 PERSONAL AND FAMILY LIFE

Mean	2.313	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.070	Variance	1.144
Kurtosis	-.189	S E Kurt	.066	Skewness	.686
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12798.000		

Valid cases   5534   Missing cases   19

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SATLIF89 LIFE AS AN OFFICER

Mean	2.190	Std err	.011	Median	2.000
Mode	2.000	Std dev	.854	Variance	.729
Kurtosis	.957	S E Kurt	.066	Skewness	.875
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12130.000		

Valid cases   5538   Missing cases   15

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SATSPT89 SUPPORT FROM BRANCH ASSIGNMENT OFFICERS

Mean	2.703	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.069	Variance	1.142
Kurtosis	-.355	S E Kurt	.066	Skewness	.413
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14961.000		

Valid cases   5535   Missing cases   18

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SATGOL89 TIME TO PURSUE PERSONAL LIFE GOALS

Mean	3.126	Std err	.014	Median	3.000
Mode	4.000	Std dev	1.068	Variance	1.141
Kurtosis	-.862	S E Kurt	.066	Skewness	-.008
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17301.000		

Valid cases   5535   Missing cases   18

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RELSUP89 RELATIONSHIPS WITH SUPERIOR OFFICERS

Mean	2.297	Std err	.013	Median	2.000
Mode	2.000	Std dev	.937	Variance	.878
Kurtosis	.677	S E Kurt	.066	Skewness	.862
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12722.000		

Valid cases   5538   Missing cases   15

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RELPER89 RELATIONSHIPS WITH PEERS

Mean	1.908	Std err	.009	Median	2.000
Mode	2.000	Std dev	.692	Variance	.479
Kurtosis	1.823	S E Kurt	.066	Skewness	.795
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10558.000		

Valid cases   5533   Missing cases   20

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RELSUB89 RELATIONSHIPS WITH SUBORDINATES

Mean	1.862	Std err	.009	Median	2.000
Mode	2.000	Std dev	.690	Variance	.476
Kurtosis	1.597	S E Kurt	.066	Skewness	.774
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10277.000		

Valid cases   5519   Missing cases   34

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TNGREQ89 PRE-COMM TRAINING HELPED MASTER OBC

Mean	2.306	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.155	Variance	1.334
Kurtosis	-.488	S E Kurt	.067	Skewness	.655
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12371.000		

Valid cases   5364   Missing cases   189

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TNGBRA89  CONDUCT ORAL PRESENTATIONS & BRIEFINGS

Mean         2.440    Std err       .016    Median      2.000
Mode         2.000    Std dev      1.178    Variance    1.387
Kurtosis     -.887    S E Kurt      .067    Skewness     .441
S E Skew      .033    Range        4.000    Minimum     1.000
Maximum      5.000    Sum      13079.000

Valid cases   5360    Missing cases    193
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TNGWRT89  PRE-COMM HELPED WRITE MEMOS & REPORTS

Mean         2.583    Std err       .016    Median      2.000
Mode         2.000    Std dev      1.185    Variance    1.404
Kurtosis     -.979    S E Kurt      .067    Skewness     .293
S E Skew      .033    Range        4.000    Minimum     1.000
Maximum      5.000    Sum      13824.000

Valid cases   5352    Missing cases    201
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TNGEFF89  PRE-COMM HELPED BE AN EFFECTIVE OFFICER

Mean         2.160    Std err       .014    Median      2.000
Mode         2.000    Std dev      1.024    Variance    1.048
Kurtosis     -.023    S E Kurt      .067    Skewness     .733
S E Skew      .033    Range        4.000    Minimum     1.000
Maximum      5.000    Sum      11561.000

Valid cases   5352    Missing cases    201
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OPPADV89  ADVANCEMENT CHANCE BASED ON ASSIGNMENTS

Mean         2.291    Std err       .014    Median      2.000
Mode         2.000    Std dev      1.026    Variance    1.053
Kurtosis     -.425    S E Kurt      .066    Skewness     .446
S E Skew      .033    Range        4.000    Minimum     1.000
Maximum      5.000    Sum      12671.000

Valid cases   5531    Missing cases     22
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OPPCMD89  OPPORTUNITIES FOR COMMAND IN YOUR BRANCH

Mean         2.764    Std err       .017    Median      3.000
Mode         2.000    Std dev      1.263    Variance    1.595
Kurtosis    -1.037    S E Kurt      .066    Skewness     .170
S E Skew      .033    Range        4.000    Minimum     1.000
Maximum      5.000    Sum      15224.000

Valid cases   5508    Missing cases     45
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HOWCOM89 ADVANCEMENT BY PERFORMANCE IS

Mean	2.087	Std err	.013	Median	2.000
Mode	2.000	Std dev	.954	Variance	.910
Kurtosis	.225	S E Kurt	.066	Skewness	.746
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11546.000		

Valid cases   5532   Missing cases   21

- -

TRTETH89 TREATED DIFFERENTLY BECAUSE RACE-ETHNIC

Mean	2.898	Std err	.005	Median	3.000
Mode	3.000	Std dev	.341	Variance	.116
Kurtosis	12.712	S E Kurt	.066	Skewness	-3.534
S E Skew	.033	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	15999.000		

Valid cases   5520   Missing cases   33

- -

TRTSEX89 TREATED DIFFERENTLY BECAUSE OF YOUR SEX

Mean	2.801	Std err	.006	Median	3.000
Mode	3.000	Std dev	.471	Variance	.222
Kurtosis	4.814	S E Kurt	.066	Skewness	-2.348
S E Skew	.033	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	15414.000		

Valid cases   5504   Missing cases   49

- -

AGHIGH89 CONFIDENT OF PROMOTION BY MY ABILITY

Mean	2.617	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.160	Variance	1.346
Kurtosis	-.807	S E Kurt	.066	Skewness	.407
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14490.000		

Valid cases   5536   Missing cases   17

- -

AGRETB89 ARMY WILL PROTECT MY BENEFITS-RETIREMENT

Mean	3.083	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.063	Variance	1.130
Kurtosis	-.777	S E Kurt	.066	Skewness	.086
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17065.000		

Valid cases   5536   Missing cases   17

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1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

AGASGN89 WILL GET JOBS COMPETITIVE FOR PROMOTION

Mean	2.701	Std err	.013	Median	3.000
Mode	2.000	Std dev	.947	Variance	.896
Kurtosis	-.306	S E Kurt	.066	Skewness	.454
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14929.000		

Valid cases   5527   Missing cases   26

- -

AGSKIL89 WILL GET JOBS THAT MATCH SKILL-INTEREST

Mean	2.771	Std err	.013	Median	3.000
Mode	2.000	Std dev	.992	Variance	.984
Kurtosis	-.425	S E Kurt	.066	Skewness	.424
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15332.000		

Valid cases   5534   Missing cases   19

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AGFAIR89 OER SYSTEM PROMOTES BEST OFFICERS

Mean	3.282	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.057	Variance	1.118
Kurtosis	-.878	S E Kurt	.066	Skewness	.013
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18137.000		

Valid cases   5527   Missing cases   26

- -

AGPROF89 OER SYSTEM REWARDS PROFESSIONAL INTEGRIT

Mean	3.272	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.036	Variance	1.072
Kurtosis	-.789	S E Kurt	.066	Skewness	.014
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18061.000		

Valid cases   5520   Missing cases   33

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LACKEX89 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	.040	Std err	.003	Median	.000
Mode	.000	Std dev	.197	Variance	.039
Kurtosis	19.851	S E Kurt	.066	Skewness	4.674
S E Skew	.033	Range	1.000	Minimum	.000
Maximum	1.000	Sum	224.000		

Valid cases   5553   Missing cases   0

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CARGOL89   SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	.264	Std err	.009	Median	.000
Mode	.000	Std dev	.677	Variance	.459
Kurtosis	2.721	S E Kurt	.066	Skewness	2.173
S E Skew	.033	Range	2.000	Minimum	.000
Maximum	2.000	Sum	1468.000		

Valid cases   5553   Missing cases   0

- -

SELCRI89   SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	.875	Std err	.018	Median	.000
Mode	.000	Std dev	1.364	Variance	1.859
Kurtosis	-1.159	S E Kurt	.066	Skewness	.918
S E Skew	.033	Range	3.000	Minimum	.000
Maximum	3.000	Sum	4857.000		

Valid cases   5553   Missing cases   0

- -

CHGMAN89   SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	2.353	Std err	.026	Median	4.000
Mode	4.000	Std dev	1.969	Variance	3.876
Kurtosis	-1.872	S E Kurt	.066	Skewness	-.359
S E Skew	.033	Range	4.000	Minimum	.000
Maximum	4.000	Sum	13068.000		

Valid cases   5553   Missing cases   0

- -

CONBUD89   SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	3.135	Std err	.032	Median	5.000
Mode	5.000	Std dev	2.418	Variance	5.848
Kurtosis	-1.724	S E Kurt	.066	Skewness	-.526
S E Skew	.033	Range	5.000	Minimum	.000
Maximum	5.000	Sum	17410.000		

Valid cases   5553   Missing cases   0

- -

NOUNCR89   SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	.322	Std err	.018	Median	.000
Mode	.000	Std dev	1.352	Variance	1.829
Kurtosis	13.704	S E Kurt	.066	Skewness	3.962
S E Skew	.033	Range	6.000	Minimum	.000
Maximum	6.000	Sum	1788.000		

Valid cases   5553   Missing cases   0

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OTHERS89 SOURCE OF UNCERTAINTY FOR ARMY CAREER

Mean	.514	Std err	.025	Median	.000
Mode	.000	Std dev	1.827	Variance	3.336
Kurtosis	8.699	S E Kurt	.066	Skewness	3.270
S E Skew	.033	Range	7.000	Minimum	.000
Maximum	7.000	Sum	2856.000		

Valid cases   5553   Missing cases   0

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SATWRK89 KIND OF WORK YOU DO IN YOUR CURRENT ASSI

Mean	2.151	Std err	.013	Median	2.000
Mode	2.000	Std dev	1.002	Variance	1.004
Kurtosis	.473	S E Kurt	.066	Skewness	.942
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11915.000		

Valid cases   5540   Missing cases   13

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SATSUP89 QUALITY OF SUPERVISION IN CURRENT ASSIGN

Mean	2.398	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.078	Variance	1.162
Kurtosis	-.242	S E Kurt	.066	Skewness	.681
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13279.000		

Valid cases   5538   Missing cases   15

- -

SATASG89 KINDS OF ASSIGNMENTS YOU HAVE HAD

Mean	1.951	Std err	.012	Median	2.000
Mode	2.000	Std dev	.875	Variance	.765
Kurtosis	1.127	S E Kurt	.066	Skewness	1.036
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10805.000		

Valid cases   5538   Missing cases   15

- -

SATINF89 QUALITY OF INFO ON ARMY CAREER OPTIONS

Mean	2.836	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.019	Variance	1.039
Kurtosis	-.694	S E Kurt	.066	Skewness	.284
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15721.000		

Valid cases   5544   Missing cases   9

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SATCON89 TIME FOR INFORMAL CONTACT WITH SUPERIORS

Mean	2.350	Std err	.013	Median	2.000
Mode	2.000	Std dev	.935	Variance	.874
Kurtosis	.334	S E Kurt	.066	Skewness	.744
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13017.000		

Valid cases   5538   Missing cases   15

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SATPAY89 YOUR CURRENT COMPENSATION

Mean	2.634	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.040	Variance	1.081
Kurtosis	-.559	S E Kurt	.066	Skewness	.553
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14609.000		

Valid cases   5546   Missing cases   7

- -

SATREC89 RESPECT-RECOGNITION IN YOUR CAREER FIELD

Mean	2.534	Std err	.013	Median	2.000
Mode	2.000	Std dev	.993	Variance	.987
Kurtosis	-.135	S E Kurt	.066	Skewness	.690
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14032.000		

Valid cases   5538   Missing cases   15

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SATPER89 SOCIAL RELATIONS WITH PEERS

Mean	2.095	Std err	.010	Median	2.000
Mode	2.000	Std dev	.750	Variance	.563
Kurtosis	1.597	S E Kurt	.066	Skewness	.878
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11611.000		

Valid cases   5542   Missing cases   11

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MENNOS89 NUMBER OF MENTORS YOU HAD

Mean	2.478	Std err	.013	Median	2.000
Mode	3.000	Std dev	1.003	Variance	1.005
Kurtosis	-1.070	S E Kurt	.066	Skewness	.015
S E Skew	.033	Range	3.000	Minimum	1.000
Maximum	4.000	Sum	13708.000		

Valid cases   5532   Missing cases   21

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MENPER89 WHICH MENTOR HAD GREATEST IMPACT

Mean	3.187	Std err	.031	Median	2.000
Mode	1.000	Std dev	2.269	Variance	5.148
Kurtosis	-1.121	S E Kurt	.066	Skewness	.614
S E Skew	.033	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	17494.000		

Valid cases   5490   Missing cases   63

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MENAID89 MOST IMPORTANT HELP GIVEN BY A MENTOR

Mean	2.361	Std err	.020	Median	2.000
Mode	1.000	Std dev	1.466	Variance	2.150
Kurtosis	-.727	S E Kurt	.066	Skewness	.845
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12830.000		

Valid cases   5434   Missing cases   119

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ETHPRS89 PRESSURED BY SUPERIOR TO BE UNETHICAL

Mean	1.658	Std err	.006	Median	2.000
Mode	2.000	Std dev	.474	Variance	.225
Kurtosis	-1.557	S E Kurt	.066	Skewness	-.666
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	9168.000		

Valid cases   5530   Missing cases   23

- -

ETHPBL89 IS UNETHICAL BEHAVIOR PROBLEM IN ARMY

Mean	2.305	Std err	.012	Median	2.000
Mode	2.000	Std dev	.880	Variance	.774
Kurtosis	.900	S E Kurt	.066	Skewness	.814
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12737.000		

Valid cases   5526   Missing cases   27

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QTRPRF89 IF HOUSING IS EQUAL, I PREFER

Mean	1.702	Std err	.006	Median	2.000
Mode	2.000	Std dev	.457	Variance	.209
Kurtosis	-1.220	S E Kurt	.066	Skewness	-.884
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	9424.000		

Valid cases   5537   Missing cases   16

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APPENDIX D

DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

PERPRD89 MOST IMPORTANT TO MY PERSONAL PRIDE IS

Mean	1.356	Std err	.006	Median	1.000
Mode	1.000	Std dev	.479	Variance	.229
Kurtosis	-1.637	S E Kurt	.066	Skewness	.603
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7454.000		

Valid cases   5498   Missing cases   55

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COMPAR89 I COMPARE MYSELF PROFESSIONALLY WITH

Mean	1.336	Std err	.006	Median	1.000
Mode	1.000	Std dev	.472	Variance	.223
Kurtosis	-1.520	S E Kurt	.066	Skewness	.693
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7351.000		

Valid cases   5501   Missing cases   52

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WRKLIK89 KIND OF WORK I ENJOY MOST IS AVAILABLE

Mean	2.653	Std err	.011	Median	3.000
Mode	3.000	Std dev	.846	Variance	.716
Kurtosis	-.121	S E Kurt	.066	Skewness	-.082
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14676.000		

Valid cases   5531   Missing cases   22

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JOBSAT89 OVERALL JOB SATISFACTION

Mean	2.145	Std err	.013	Median	2.000
Mode	2.000	Std dev	.978	Variance	.957
Kurtosis	.680	S E Kurt	.066	Skewness	1.010
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11866.000		

Valid cases   5531   Missing cases   22

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CARSAT89 OVERALL CAREER PROSPECT SATISFACTION

Mean	2.663	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.045	Variance	1.092
Kurtosis	-.589	S E Kurt	.066	Skewness	.454
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14739.000		

Valid cases   5535   Missing cases   18

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DESCRIPTIVE STATISTICS FOR
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CARCBT89 FIELD EXERCISE & COMBAT TRAINING OCCURS

Mean	3.055	Std err	.012	Median	3.000
Mode	3.000	Std dev	.869	Variance	.755
Kurtosis	.586	S E Kurt	.066	Skewness	-.108
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16895.000

Valid cases   5530   Missing cases   23

- -

CARFUN89 FUNCTIONAL AREA WORK OCCURS

Mean	3.139	Std err	.011	Median	3.000
Mode	3.000	Std dev	.821	Variance	.673
Kurtosis	.719	S E Kurt	.067	Skewness	-.116
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16959.000

Valid cases   5403   Missing cases   150

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BRSPEC89 BRANCH AND OPERATIONAL WORK OCCURS

Mean	3.189	Std err	.010	Median	3.000
Mode	3.000	Std dev	.728	Variance	.531
Kurtosis	1.400	S E Kurt	.066	Skewness	-.073
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17556.000

Valid cases   5505   Missing cases   48

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PLNPRE89 DURING PRECOMMISSIONING TRAINING I WAS

Mean	2.471	Std err	.017	Median	2.000
Mode	1.000	Std dev	1.256	Variance	1.578
Kurtosis	-.780	S E Kurt	.066	Skewness	.424
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13416.000

Valid cases   5430   Missing cases   123

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PLNCOM89 WHEN I RECEIVED MY COMMISSION I WAS

Mean	2.233	Std err	.015	Median	2.000
Mode	1.000	Std dev	1.143	Variance	1.306
Kurtosis	-.485	S E Kurt	.066	Skewness	.619
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12356.000

Valid cases   5533   Missing cases   20

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DESCRIPTIVE STATISTICS FOR
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PLNPLT89 AFTER MY 1ST LEADERSHIP ASSIGNMENT I WAS

Mean	2.579	Std err	.021	Median	2.000
Mode	1.000	Std dev	1.565	Variance	2.449
Kurtosis	-.318	S E Kurt	.066	Skewness	.846
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14182.000		

Valid cases   5500   Missing cases   53

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PLNSTF89 AFTER 1ST STAFF ASSIGNMENT I WAS

Mean	3.095	Std err	.025	Median	3.000
Mode	1.000	Std dev	1.847	Variance	3.411
Kurtosis	-1.239	S E Kurt	.066	Skewness	.425
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	16988.000		

Valid cases   5488   Missing cases   65

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PLNSCH89 AFTER THE ADVANCED COURSE I WAS

Mean	3.527	Std err	.029	Median	3.000
Mode	6.000	Std dev	2.156	Variance	4.647
Kurtosis	-1.746	S E Kurt	.066	Skewness	.076
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	19136.000		

Valid cases   5426   Missing cases   127

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PLNASN89 AFTER COMPANY COMMAND ASSIGNMENT I WAS

Mean	4.264	Std err	.030	Median	6.000
Mode	6.000	Std dev	2.225	Variance	4.949
Kurtosis	-1.531	S E Kurt	.067	Skewness	-.595
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22846.000		

Valid cases   5358   Missing cases   195

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PLNNOW89 RIGHT NOW I AM

Mean	2.424	Std err	.020	Median	2.000
Mode	1.000	Std dev	1.460	Variance	2.133
Kurtosis	-1.095	S E Kurt	.066	Skewness	.563
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13385.000		

Valid cases   5523   Missing cases   30

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CIVSHR89   CIVILIANS NOT OFFICERS SHARE MY VALUES

Mean	3.669	Std err	.012	Median	4.000
Mode	4.000	Std dev	.893	Variance	.798
Kurtosis	.482	S E Kurt	.066	Skewness	-.658
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20297.000		

Valid cases   5532   Missing cases   21

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CARSTN89   ATTAIN STANDARD OF LIVING WITH ARMY

Mean	2.852	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.100	Variance	1.210
Kurtosis	-.878	S E Kurt	.066	Skewness	.328
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15773.000		

Valid cases   5530   Missing cases   23

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CARLIK89   COMMUNITY & CAMARADERIE IMPORTANT VALUE

Mean	2.277	Std err	.013	Median	2.000
Mode	2.000	Std dev	.968	Variance	.937
Kurtosis	.224	S E Kurt	.066	Skewness	.771
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12590.000		

Valid cases   5528   Missing cases   25

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CARCON89   FORESEE CONFLICT BETWEEN WORK & FAMILY

Mean	2.746	Std err	.016	Median	3.000
Mode	2.000	Std dev	1.179	Variance	1.390
Kurtosis	-.973	S E Kurt	.066	Skewness	.135
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15171.000		

Valid cases   5524   Missing cases   29

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CARAFL89   PREFER ARMY AFFILIATION OVER CIVILIAN

Mean	2.668	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.133	Variance	1.285
Kurtosis	-.716	S E Kurt	.066	Skewness	.245
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14746.000		

Valid cases   5527   Missing cases   26

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

WEDTRA89 HAPPIEST IN A TRADITIONAL MARRIAGE

Mean	3.260	Std err	.016	Median	3.000
Mode	3.000	Std dev	1.201	Variance	1.442
Kurtosis	-.923	S E Kurt	.066	Skewness	-.152
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18003.000		

Valid cases   5523   Missing cases   30

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WRKBAL89 ARMY CAREER BALANCE WORK & PERSONAL LIFE

Mean	2.841	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.106	Variance	1.224
Kurtosis	-.881	S E Kurt	.066	Skewness	.240
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15692.000		

Valid cases   5524   Missing cases   29

- -

OFFSPO89 SPOUSE SHOULD DEVOTE TIME TO UNIT & POST

Mean	3.566	Std err	.012	Median	4.000
Mode	3.000	Std dev	.929	Variance	.863
Kurtosis	-.530	S E Kurt	.066	Skewness	-.142
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	19714.000		

Valid cases   5528   Missing cases   25

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JOBOFF89 RELUCTANT TO LEAVE FOR HIGHER PAY

Mean	2.675	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.181	Variance	1.394
Kurtosis	-.778	S E Kurt	.066	Skewness	.447
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14786.000		

Valid cases   5528   Missing cases   25

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SPOOPP89 WORKING SPOUSE NEED OPPORTUNITY TO PLAN

Mean	1.747	Std err	.010	Median	2.000
Mode	2.000	Std dev	.759	Variance	.575
Kurtosis	2.047	S E Kurt	.066	Skewness	1.147
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9636.000		

Valid cases   5517   Missing cases   36

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

RECSVC89 DISCOURAGE CLOSE FRIEND FROM JOINING

Mean	3.748	Std err	.013	Median	4.000
Mode	4.000	Std dev	.979	Variance	.958
Kurtosis	.156	S E Kurt	.066	Skewness	-.684
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20696.000		

Valid cases   5522   Missing cases   31

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CARDMD89 DEMANDS OF ARMY DIFFICULT ON FAMILY LIFE

Mean	2.776	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.124	Variance	1.263
Kurtosis	-.962	S E Kurt	.066	Skewness	.095
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15315.000		

Valid cases   5516   Missing cases   37

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CARSPT89 ARMY PEOPLE HELP OUT WHEN NEEDED

Mean	2.255	Std err	.012	Median	2.000
Mode	2.000	Std dev	.880	Variance	.774
Kurtosis	.921	S E Kurt	.066	Skewness	.873
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12450.000		

Valid cases   5521   Missing cases   32

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CARINV89 NO ADVANCING IF SPOUSE NOT INVOLVED

Mean	2.992	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.010	Variance	1.019
Kurtosis	-.747	S E Kurt	.066	Skewness	.062
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16545.000		

Valid cases   5529   Missing cases   24

- -

FEELGO89 I FREQUENTLY FEEL LIKE LEAVING THE ARMY

Mean	3.093	Std err	.016	Median	3.000
Mode	4.000	Std dev	1.205	Variance	1.451
Kurtosis	-1.019	S E Kurt	.066	Skewness	-.165
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17118.000		

Valid cases   5534   Missing cases   19

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DESCRIPTIVE STATISTICS FOR
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CARPRD89   PROUD TO TELL PEOPLE THAT I AM IN ARMY

Mean	1.747	Std err	.010	Median	2.000
Mode	2.000	Std dev	.744	Variance	.554
Kurtosis	1.663	S E Kurt	.066	Skewness	1.023
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9662.000		

Valid cases   5531   Missing cases   22

- -

CARSHR89   HUSBAND SHOULD SHARE HOUSEWORK-CHILDCARE

Mean	1.781	Std err	.009	Median	2.000
Mode	2.000	Std dev	.702	Variance	.493
Kurtosis	1.992	S E Kurt	.066	Skewness	.948
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9854.000		

Valid cases   5534   Missing cases   19

- -

FELORG89   I AM REALLY PART OF ARMY ORGANIZATION

Mean	2.201	Std err	.012	Median	2.000
Mode	2.000	Std dev	.870	Variance	.756
Kurtosis	.631	S E Kurt	.066	Skewness	.773
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12178.000		

Valid cases   5532   Missing cases   21

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REWARD89   REWARDING CAREER COMPENSATES FAMILY TIME

Mean	3.311	Std err	.015	Median	4.000
Mode	4.000	Std dev	1.123	Variance	1.261
Kurtosis	-.917	S E Kurt	.066	Skewness	-.245
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18304.000		

Valid cases   5528   Missing cases   25

- -

LIKWRK89   ADVANCE IN ARMY DOING WORK I LIKE BEST

Mean	2.712	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.016	Variance	1.031
Kurtosis	-.476	S E Kurt	.066	Skewness	.435
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14990.000		

Valid cases   5528   Missing cases   25

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CARFAM89 ARMY PROVIDES GOOD FAMILY OPPORTUNITIES

Mean	2.634	Std err	.012	Median	2.000
Mode	2.000	Std dev	.928	Variance	.862
Kurtosis	-.105	S E Kurt	.066	Skewness	.552
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14544.000		

Valid cases   5521   Missing cases   32

- -

INTEND89 YOUR CURRENT CAREER INTENTIONS

Mean	2.740	Std err	.020	Median	2.000
Mode	2.000	Std dev	1.508	Variance	2.275
Kurtosis	-.356	S E Kurt	.066	Skewness	.762
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15111.000		

Valid cases   5515   Missing cases   38

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CIVOPP89 DIFFICULT FINDING GOOD CIVILIAN JOB

Mean	3.734	Std err	.014	Median	4.000
Mode	3.000	Std dev	1.004	Variance	1.008
Kurtosis	-.780	S E Kurt	.066	Skewness	-.257
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20650.000		

Valid cases   5531   Missing cases   22

- -

HARDGO89 DIFFICULT LEAVING THE ARMY NEXT YEAR

Mean	3.181	Std err	.016	Median	3.000
Mode	3.000	Std dev	1.225	Variance	1.500
Kurtosis	-.985	S E Kurt	.066	Skewness	-.014
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17575.000		

Valid cases   5525   Missing cases   28

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GOMONY89 FINANCIAL IMPACT IF UNEMPLOYED 2-3 MONTH

Mean	2.649	Std err	.017	Median	3.000
Mode	2.000	Std dev	1.235	Variance	1.525
Kurtosis	-.779	S E Kurt	.066	Skewness	.375
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14645.000		

Valid cases   5529   Missing cases   24

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DECPAY89 ARMY-PAY

Mean	2.296	Std err	.012	Median	2.000
Mode	2.000	Std dev	.912	Variance	.832
Kurtosis	-.426	S E Kurt	.066	Skewness	.224
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12684.000		

Valid cases	5524	Missing cases	29

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DECRET89 ARMY-RETIREMENT BENEFITS

Mean	2.070	Std err	.013	Median	2.000
Mode	2.000	Std dev	.935	Variance	.875
Kurtosis	-.122	S E Kurt	.066	Skewness	.613
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11403.000		

Valid cases	5508	Missing cases	45

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DECBEN89 ARMY-BENEFITS OTHER THAN RETIREMENT

Mean	2.568	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.029	Variance	1.060
Kurtosis	-.581	S E Kurt	.066	Skewness	.200
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14147.000		

Valid cases	5510	Missing cases	43

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DECEDU89 ARMY-HELP CIVILIAN GRADUATE EDUCATION

Mean	2.881	Std err	.016	Median	3.000
Mode	3.000	Std dev	1.186	Variance	1.407
Kurtosis	-.818	S E Kurt	.066	Skewness	.164
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15877.000		

Valid cases	5510	Missing cases	43

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DECLIF89 ARMY-OVERALL STANDARD OF LIVING

Mean	2.456	Std err	.013	Median	2.000
Mode	2.000	Std dev	.944	Variance	.891
Kurtosis	-.168	S E Kurt	.066	Skewness	.295
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13537.000		

Valid cases	5512	Missing cases	41

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DECADV89   ARMY-OPPORTUNITY TO ADVANCE IN YOUR FIEL

Mean	2.008	Std err	.012	Median	2.000
Mode	2.000	Std dev	.872	Variance	.761
Kurtosis	.371	S E Kurt	.066	Skewness	.695
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11072.000		

Valid cases   5514   Missing cases   39

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DECJOB89   ARMY-OPPORTUNITY FOR JOB SATISFACTION

Mean	1.697	Std err	.010	Median	2.000
Mode	1.000	Std dev	.753	Variance	.567
Kurtosis	.290	S E Kurt	.066	Skewness	.842
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9361.000		

Valid cases   5515   Missing cases   38

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DECCOW89   ARMY-QUALITY OF COWORKERS

Mean	2.310	Std err	.012	Median	2.000
Mode	2.000	Std dev	.900	Variance	.809
Kurtosis	-.117	S E Kurt	.066	Skewness	.357
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12659.000		

Valid cases   5480   Missing cases   73

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DECAIM89   ARMY-FEELINGS ABOUT MISSION AND GOALS

Mean	2.194	Std err	.012	Median	2.000
Mode	2.000	Std dev	.924	Variance	.855
Kurtosis	-.272	S E Kurt	.066	Skewness	.425
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12077.000		

Valid cases   5504   Missing cases   49

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DECHRS89   ARMY-WORKING HOURS-SCHEDULE

Mean	2.834	Std err	.014	Median	3.000
Mode	3.000	Std dev	1.034	Variance	1.069
Kurtosis	-.500	S E Kurt	.066	Skewness	.043
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15498.000		

Valid cases   5469   Missing cases   84

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DECEMP89 ARMY-EMPLOYMENT-EDUCATION FOR SPOUSE

Mean	3.016	Std err	.017	Median	3.000
Mode	3.000	Std dev	1.230	Variance	1.512
Kurtosis	-.898	S E Kurt	.066	Skewness	.112
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16547.000		

Valid cases   5487   Missing cases   66

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DECSAT89 ARMY-SPOUSE OVERALL SATISFACTION

Mean	2.159	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.180	Variance	1.392
Kurtosis	.419	S E Kurt	.066	Skewness	1.047
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11851.000		

Valid cases   5490   Missing cases   63

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DECYTH89 ARMY-QUALITY CHILDCARE-SCHOOLS-FACILITIE

Mean	2.515	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.364	Variance	1.859
Kurtosis	-.750	S E Kurt	.066	Skewness	.646
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13818.000		

Valid cases   5495   Missing cases   58

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DECPER89 ARMY-TIME FOR PERSONAL-FAMILY LIFE

Mean	2.034	Std err	.012	Median	2.000
Mode	2.000	Std dev	.900	Variance	.810
Kurtosis	-.154	S E Kurt	.066	Skewness	.549
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11207.000		

Valid cases   5511   Missing cases   42

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DECMAT89 ARMY-LENGTH OF MATERNITY-PATERNITY LEAVE

Mean	3.772	Std err	.018	Median	4.000
Mode	5.000	Std dev	1.324	Variance	1.753
Kurtosis	-.844	S E Kurt	.066	Skewness	-.652
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20664.000		

Valid cases   5478   Missing cases   75

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

DECALL89 OVERALL QUALITY OF LIFE IN MILITARY

Mean	2.103	Std err	.012	Median	2.000
Mode	2.000	Std dev	.858	Variance	.736
Kurtosis	-.157	S E Kurt	.066	Skewness	.413
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11571.000		

Valid cases 5502   Missing cases 51

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DECETH89 ARMY-LEVEL OF INTEGRITY-PROFESSIONALISM

Mean	1.823	Std err	.011	Median	2.000
Mode	1.000	Std dev	.827	Variance	.684
Kurtosis	.112	S E Kurt	.066	Skewness	.749
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10055.000		

Valid cases 5516   Missing cases 37

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DECFRE89 ARMY-PERSONAL FREEDOM

Mean	2.392	Std err	.013	Median	2.000
Mode	2.000	Std dev	.943	Variance	.890
Kurtosis	-.291	S E Kurt	.066	Skewness	.268
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13168.000		

Valid cases 5505   Missing cases 48

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DECSEC89 ARMY-JOB SECURITY

Mean	2.029	Std err	.013	Median	2.000
Mode	2.000	Std dev	.952	Variance	.906
Kurtosis	.040	S E Kurt	.066	Skewness	.702
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11165.000		

Valid cases 5502   Missing cases 51

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DECMON89 ARMY-TOTAL FAMILY INCOME

Mean	2.331	Std err	.012	Median	2.000
Mode	2.000	Std dev	.917	Variance	.840
Kurtosis	.008	S E Kurt	.066	Skewness	.356
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12774.000		

Valid cases 5479   Missing cases 74

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DECCIV89 CIVILIAN JOB ALTERNATIVES AVAILABLE

Mean	2.856	Std err	.016	Median	3.000
Mode	3.000	Std dev	1.214	Variance	1.475
Kurtosis	-.842	S E Kurt	.066	Skewness	.172
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15758.000		

Valid cases   5517   Missing cases   36

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DECSLO89 SLOW DOWN IN OFFICER PROMOTIONS

Mean	2.151	Std err	.015	Median	2.000
Mode	1.000	Std dev	1.138	Variance	1.295
Kurtosis	-.265	S E Kurt	.066	Skewness	.754
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11858.000		

Valid cases   5514   Missing cases   39

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DEC1ST89 FIRST MOST IMPORTANT FACTOR

Mean	10.098	Std err	.090	Median	7.000
Mode	7.000	Std dev	6.594	Variance	43.477
Kurtosis	-1.204	S E Kurt	.067	Skewness	.256
S E Skew	.034	Range	21.000	Minimum	1.000
Maximum	22.000	Sum	53791.000		

Valid cases   5327   Missing cases   226

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DEC2ND89 SECOND MOST IMPORTANT FACTOR

Mean	10.172	Std err	.088	Median	9.000
Mode	7.000	Std dev	6.460	Variance	41.727
Kurtosis	-1.165	S E Kurt	.067	Skewness	.199
S E Skew	.034	Range	21.000	Minimum	1.000
Maximum	22.000	Sum	54208.000		

Valid cases   5329   Missing cases   224

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DEC3RD89 THIRD MOST IMPORTANT FACTOR

Mean	10.850	Std err	.091	Median	12.000
Mode	2.000	Std dev	6.619	Variance	43.808
Kurtosis	-1.272	S E Kurt	.067	Skewness	.064
S E Skew	.034	Range	21.000	Minimum	1.000
Maximum	22.000	Sum	57698.000		

Valid cases   5318   Missing cases   235

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CIVPAY89   CIVILIAN-PAY

Mean	3.988	Std err	.015	Median	4.000
Mode	5.000	Std dev	1.100	Variance	1.209
Kurtosis	.198	S E Kurt	.066	Skewness	-.936
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	21912.000		

Valid cases   5494   Missing cases   59

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CIVRET89   CIVILIAN-RETIREMENT BENEFITS

Mean	2.694	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.325	Variance	1.756
Kurtosis	.212	S E Kurt	.066	Skewness	.856
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14802.000		

Valid cases   5494   Missing cases   59

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CIVBEN89   CIVILIAN-BENEFITS OTHER THAN RETIREMENT

Mean	2.769	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.360	Variance	1.849
Kurtosis	-.157	S E Kurt	.067	Skewness	.769
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15009.000		

Valid cases   5420   Missing cases   133

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CIVEDU89   CIV-ASSIST CIVILIAN GRADUATE EDUCATION

Mean	2.977	Std err	.020	Median	3.000
Mode	2.000	Std dev	1.449	Variance	2.101
Kurtosis	-.279	S E Kurt	.066	Skewness	.734
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	16314.000		

Valid cases   5480   Missing cases   73

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CIVLIF89   CIVILIAN-OVERALL STANDARD OF LIVING

Mean	3.731	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.003	Variance	1.006
Kurtosis	-.212	S E Kurt	.066	Skewness	-.324
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	20330.000		

Valid cases   5449   Missing cases   104

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CIVADV89 CIV-OPPORTUNITY TO ADVANCE IN YOUR FIELD

Mean	3.509	Std err	.017	Median	3.000
Mode	3.000	Std dev	1.242	Variance	1.543
Kurtosis	-.645	S E Kurt	.066	Skewness	.049
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	19253.000		

Valid cases   5486   Missing cases   67

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CIVJOB89 CIVILIAN-OPPORTUNITY FOR JOB SATISFACTIO

Mean	3.222	Std err	.017	Median	3.000
Mode	3.000	Std dev	1.249	Variance	1.559
Kurtosis	-.417	S E Kurt	.066	Skewness	.292
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	17651.000		

Valid cases   5478   Missing cases   75

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CIVCOW89 CIVILIAN-QUALITY OF CO-WORKERS

Mean	3.055	Std err	.016	Median	3.000
Mode	3.000	Std dev	1.203	Variance	1.446
Kurtosis	.463	S E Kurt	.066	Skewness	.756
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	16637.000		

Valid cases   5445   Missing cases   108

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CIVAIM89 FEELINGS ABOUT CIVILIAN MISSION-GOALS

Mean	2.713	Std err	.018	Median	3.000
Mode	3.000	Std dev	1.326	Variance	1.757
Kurtosis	.523	S E Kurt	.066	Skewness	.932
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14843.000		

Valid cases   5471   Missing cases   82

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CIVHRS89 CIVILIAN-WORKING HOURS-SCHEDULE

Mean	4.174	Std err	.013	Median	4.000
Mode	5.000	Std dev	.952	Variance	.906
Kurtosis	.721	S E Kurt	.066	Skewness	-.924
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22767.000		

Valid cases   5454   Missing cases   99

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

CIVEMP89 CIVILIAN-EMPLOYMENT-EDUCATION FOR SPOUSE

Mean	4.067	Std err	.018	Median	4.000
Mode	3.000	Std dev	1.356	Variance	1.839
Kurtosis	-.875	S E Kurt	.066	Skewness	-.183
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22181.000		

Valid cases   5454   Missing cases   99

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CIVSAT89 CIVILIAN-SPOUSE OVERALL SATISFACTION

Mean	4.042	Std err	.018	Median	4.000
Mode	4.000	Std dev	1.291	Variance	1.666
Kurtosis	-.743	S E Kurt	.067	Skewness	-.127
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	21914.000		

Valid cases   5421   Missing cases   132

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CIVYTH89 CIV-QUALITY CHILDCARE-SCHOOLS-FACILITY

Mean	3.924	Std err	.019	Median	4.000
Mode	3.000	Std dev	1.419	Variance	2.014
Kurtosis	-1.029	S E Kurt	.066	Skewness	.061
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	21378.000		

Valid cases   5448   Missing cases   105

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CIVPER89 CIVILIAN-TIME FOR PERSONAL-FAMILY LIFE

Mean	4.210	Std err	.012	Median	4.000
Mode	5.000	Std dev	.915	Variance	.837
Kurtosis	.746	S E Kurt	.066	Skewness	-.835
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22945.000		

Valid cases   5450   Missing cases   103

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CIVMAT89 CIV-LENGTH OF MATERNITY-PATERNITY LEAVE

Mean	4.458	Std err	.022	Median	5.000
Mode	6.000	Std dev	1.600	Variance	2.560
Kurtosis	-1.257	S E Kurt	.066	Skewness	-.431
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	24197.000		

Valid cases   5428   Missing cases   125

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CIVALL89 CIVILIAN-OVERALL QUALITY OF LIFE

Mean	3.634	Std err	.015	Median	4.000
Mode	4.000	Std dev	1.070	Variance	1.144
Kurtosis	-.237	S E Kurt	.066	Skewness	-.056
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	19759.000		

Valid cases   5437   Missing cases   116

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CIVETH89 CIVILIAN-INTEGRITY-PROFESSIONALISM

Mean	2.637	Std err	.017	Median	2.000
Mode	2.000	Std dev	1.293	Variance	1.671
Kurtosis	1.047	S E Kurt	.066	Skewness	1.130
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14409.000		

Valid cases   5464   Missing cases   89

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CIVFRE89 CIVILIAN-PERSONAL FREEDOM

Mean	4.016	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.045	Variance	1.091
Kurtosis	-.009	S E Kurt	.066	Skewness	-.524
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	21919.000		

Valid cases   5458   Missing cases   95

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CIVSEC89 CIVILIAN-JOB SECURITY

Mean	2.797	Std err	.017	Median	3.000
Mode	2.000	Std dev	1.246	Variance	1.553
Kurtosis	.678	S E Kurt	.066	Skewness	.943
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15299.000		

Valid cases   5470   Missing cases   83

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CIVMON89 CIVILIAN-TOTAL FAMILY INCOME

Mean	4.118	Std err	.014	Median	4.000
Mode	5.000	Std dev	1.069	Variance	1.142
Kurtosis	.278	S E Kurt	.066	Skewness	-.740
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	22493.000		

Valid cases   5462   Missing cases   91

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DESCRIPTIVE STATISTICS FOR
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EXPFLD89 TIME AWAY FROM HOME IN A YEAR

Mean	12.344	Std err	.102	Median	12.000
Mode	12.000	Std dev	7.606	Variance	57.845
Kurtosis	1.347	S E Kurt	.066	Skewness	.928
S E Skew	.033	Range	52.000	Minimum	.000
Maximum	52.000	Sum	67977.000		

Valid cases   5507   Missing cases   46

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EXPSEP89 UNACCOMPANIED TOURS IN 20 YEARS

Mean	2.677	Std err	.016	Median	3.000
Mode	2.000	Std dev	1.192	Variance	1.422
Kurtosis	2.805	S E Kurt	.066	Skewness	1.218
S E Skew	.033	Range	7.000	Minimum	1.000
Maximum	8.000	Sum	14777.000		

Valid cases   5519   Missing cases   34

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EXPADJ89 ARMY FLEXIBILITY FOR HOURS OR TIME OFF

Mean	2.710	Std err	.013	Median	3.000
Mode	3.000	Std dev	.933	Variance	.871
Kurtosis	-.446	S E Kurt	.066	Skewness	-.021
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14969.000		

Valid cases   5523   Missing cases   30

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EXPCON89 CONTROL OVER TIMING FOR TRIPS OR JOBS

Mean	1.819	Std err	.012	Median	2.000
Mode	1.000	Std dev	.878	Variance	.771
Kurtosis	-.283	S E Kurt	.066	Skewness	.744
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10045.000		

Valid cases   5523   Missing cases   30

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EXPDIS89 PLANS DISRUPTED BY ARMY JOB DEMANDS

Mean	2.771	Std err	.014	Median	2.000
Mode	2.000	Std dev	1.058	Variance	1.120
Kurtosis	-.921	S E Kurt	.066	Skewness	.376
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15314.000		

Valid cases   5526   Missing cases   27

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ACCWKS89 FEELINGS ON TIME AWAY FROM HOME

Mean	3.446	Std err	.016	Median	4.000
Mode	4.000	Std dev	1.166	Variance	1.360
Kurtosis	-.751	S E Kurt	.066	Skewness	-.375
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	19027.000		

Valid cases   5521   Missing cases   32

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ACCSEP89 FEELINGS ON UNACCOMPANIED TOURS

Mean	2.758	Std err	.018	Median	3.000
Mode	1.000	Std dev	1.339	Variance	1.792
Kurtosis	-1.227	S E Kurt	.066	Skewness	.123
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15214.000		

Valid cases   5516   Missing cases   37

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ACCADJ89 FEELINGS ON FLEXIBILITY IN SCHEDULE

Mean	3.413	Std err	.015	Median	4.000
Mode	4.000	Std dev	1.137	Variance	1.293
Kurtosis	-.816	S E Kurt	.066	Skewness	-.296
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	18808.000		

Valid cases   5511   Missing cases   42

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ACCCON89 FEELINGS ON TIMING OF TRIPS-JOBS

Mean	3.149	Std err	.015	Median	3.000
Mode	4.000	Std dev	1.105	Variance	1.222
Kurtosis	-.851	S E Kurt	.066	Skewness	-.126
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	17356.000		

Valid cases   5512   Missing cases   41

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ACCDIS89 FEELINGS ON PLANS DISRUPTED BY JOB-ARMY

Mean	2.849	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.131	Variance	1.280
Kurtosis	-.912	S E Kurt	.066	Skewness	.105
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	15708.000		

Valid cases   5513   Missing cases   40

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DESCRIPTIVE STATISTICS FOR
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ACCPCS89 FEELINGS ON TIME BETWEEN EACH PCS

Mean	3.666	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.057	Variance	1.117
Kurtosis	-.224	S E Kurt	.066	Skewness	-.610
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20208.000		

Valid cases   5513   Missing cases   40

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ACCTIM89 FEELINGS ON NUMBER OF PCS MOVES

Mean	3.597	Std err	.015	Median	4.000
Mode	4.000	Std dev	1.121	Variance	1.256
Kurtosis	-.491	S E Kurt	.066	Skewness	-.566
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	19832.000		

Valid cases   5514   Missing cases   39

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SPFWKS89 SPOUSE-NUMBER OF WEEKS AWAY FROM HOME

Mean	2.702	Std err	.019	Median	2.000
Mode	2.000	Std dev	1.224	Variance	1.499
Kurtosis	-1.083	S E Kurt	.076	Skewness	.234
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11093.000		

Valid cases   4105   Missing cases   1448

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SPFSEP89 SPOUSE-NUMBER UNACCOMPANIED TOURS

Mean	1.965	Std err	.018	Median	2.000
Mode	1.000	Std dev	1.181	Variance	1.396
Kurtosis	-.073	S E Kurt	.076	Skewness	1.032
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	8071.000		

Valid cases   4108   Missing cases   1445

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SPFADJ89 SPOUSE-FLEXIBILITY TO SCHEDULE TIME OFF

Mean	3.050	Std err	.018	Median	3.000
Mode	4.000	Std dev	1.168	Variance	1.364
Kurtosis	-.984	S E Kurt	.076	Skewness	-.075
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12500.000		

Valid cases   4099   Missing cases   1454

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DESCRIPTIVE STATISTICS FOR
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SPFCON89 SPOUSE-CONTROL OVER TIMING OF TRIPS-JOBS

Mean	2.817	Std err	.018	Median	3.000
Mode	2.000	Std dev	1.123	Variance	1.261
Kurtosis	-.990	S E Kurt	.077	Skewness	.082
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11532.000		

Valid cases   4093   Missing cases   1460

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SPFDIS89 SPOUSE-PLANS DISRUPTED BY JOB-ARMY

Mean	2.539	Std err	.018	Median	2.000
Mode	2.000	Std dev	1.132	Variance	1.281
Kurtosis	-.870	S E Kurt	.077	Skewness	.345
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10387.000		

Valid cases   4091   Missing cases   1462

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SPFPCS89 SPOUSE-TIME ON LOCATION BETWEEN A PCS

Mean	3.522	Std err	.017	Median	4.000
Mode	4.000	Std dev	1.112	Variance	1.237
Kurtosis	-.371	S E Kurt	.077	Skewness	-.584
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14397.000		

Valid cases   4088   Missing cases   1465

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SPFNUM89 SPOUSE-NUMBER OF CAREER PCS MOVES

Mean	3.389	Std err	.019	Median	4.000
Mode	4.000	Std dev	1.190	Variance	1.415
Kurtosis	-.697	S E Kurt	.077	Skewness	-.484
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	13849.000		

Valid cases   4086   Missing cases   1467

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SPFOBL89 SOCIAL OBLIGATIONS PREFORMED BY SPOUSE

Mean	2.966	Std err	.021	Median	3.000
Mode	4.000	Std dev	1.322	Variance	1.749
Kurtosis	-1.189	S E Kurt	.077	Skewness	-.113
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12122.000		

Valid cases   4087   Missing cases   1466

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DESCRIPTIVE STATISTICS FOR
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SPFANX89 SPOUSE-FEELS ABOUT UNCERTAINTY OF ARMY

Mean	2.898	Std err	.019	Median	3.000
Mode	2.000	Std dev	1.191	Variance	1.419
Kurtosis	-1.008	S E Kurt	.077	Skewness	.030
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11866.000		

Valid cases   4095   Missing cases   1458

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YRIWED89 YEAR YOU WERE MARRIED OR EXPECT TO BE

Mean	84.483	Std err	.074	Median	85.000
Mode	87.000	Std dev	4.710	Variance	22.182
Kurtosis	8.688	S E Kurt	.077	Skewness	-1.997
S E Skew	.038	Range	45.000	Minimum	50.000
Maximum	95.000	Sum	345790.000		

Valid cases   4093   Missing cases   1460

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SPEXPT89 FAMILY CURRENTLY EXPECTING A CHILD

Mean	1.885	Std err	.005	Median	2.000
Mode	2.000	Std dev	.319	Variance	.101
Kurtosis	3.861	S E Kurt	.076	Skewness	-2.421
S E Skew	.038	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7732.000		

Valid cases   4101   Missing cases   1452

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SPAWAY89 SPOUSE LIVE DIFFERENT GEOGRAPHIC AREA

Mean	1.886	Std err	.005	Median	2.000
Mode	2.000	Std dev	.318	Variance	.101
Kurtosis	3.890	S E Kurt	.076	Skewness	-2.427
S E Skew	.038	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	7743.000		

Valid cases   4106   Missing cases   1447

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SPOPAR89 SPOUSES PARENT CAREER ACTIVE MILITARY

Mean	1.822	Std err	.006	Median	2.000
Mode	2.000	Std dev	.388	Variance	.151
Kurtosis	.833	S E Kurt	.076	Skewness	-1.580
S E Skew	.038	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	7472.000		

Valid cases   4102   Missing cases   1451

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DESCRIPTIVE STATISTICS FOR
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SPBORN89 BEST DESCRIBES SPOUSE FAMILY BACKGROUND

Mean	2.652	Std err	.010	Median	3.000
Mode	3.000	Std dev	.631	Variance	.398
Kurtosis	1.293	S E Kurt	.076	Skewness	-1.607
S E Skew	.038	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	10883.000		

Valid cases   4104   Missing cases   1449

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SPINSV89 SPOUSE EVER SERVED IN THE MILITARY

Mean	2.197	Std err	.029	Median	1.000
Mode	1.000	Std dev	1.867	Variance	3.486
Kurtosis	-.322	S E Kurt	.076	Skewness	1.171
S E Skew	.038	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	9031.000		

Valid cases   4111   Missing cases   1442

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SPEDUC89 HIGHEST LEVEL OF EDUCATION SPOUSE HAS

Mean	4.632	Std err	.023	Median	5.000
Mode	5.000	Std dev	1.487	Variance	2.210
Kurtosis	-.433	S E Kurt	.076	Skewness	.083
S E Skew	.038	Range	7.000	Minimum	1.000
Maximum	8.000	Sum	19030.000		

Valid cases   4108   Missing cases   1445

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SPPLAN89 SPOUSE PLAN ADDITIONAL EDUCATION

Mean	3.931	Std err	.025	Median	5.000
Mode	5.000	Std dev	1.614	Variance	2.606
Kurtosis	-.525	S E Kurt	.076	Skewness	-.902
S E Skew	.038	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	16115.000		

Valid cases   4099   Missing cases   1454

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SPINED89 SPOUSE CURRENTLY IN SCHOOL

Mean	1.247	Std err	.009	Median	1.000
Mode	1.000	Std dev	.566	Variance	.320
Kurtosis	3.570	S E Kurt	.076	Skewness	2.194
S E Skew	.038	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	5124.000		

Valid cases   4109   Missing cases   1444

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

SPWORK89   SPOUSE CURRENTLY HAVE A PAYING JOB

Mean	4.464	Std err	.037	Median	5.000
Mode	7.000	Std dev	2.376	Variance	5.645
Kurtosis	-1.526	S E Kurt	.076	Skewness	-.321
S E Skew	.038	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	18334.000		

Valid cases   4107   Missing cases   1446

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SPUNDR89   DO YOU FEEL SPOUSE IS UNDEREMPLOYED

Mean	2.091	Std err	.012	Median	2.000
Mode	2.000	Std dev	.792	Variance	.627
Kurtosis	-1.389	S E Kurt	.077	Skewness	-.164
S E Skew	.039	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	8453.000		

Valid cases   4042   Missing cases   1511

- -

SPPROF89   SPOUSE WORKING AT PROFESSIONAL LEVEL JOB

Mean	1.863	Std err	.011	Median	2.000
Mode	2.000	Std dev	.732	Variance	.536
Kurtosis	-1.114	S E Kurt	.077	Skewness	.219
S E Skew	.038	Range	2.000	Minimum	1.000
Maximum	3.000	Sum	7560.000		

Valid cases   4059   Missing cases   1494

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SPMONY89   SPOUSE 1988 GROSS SALARY IN THOUSANDS

Mean	13.917	Std err	.223	Median	10.000
Mode	.000	Std dev	13.893	Variance	193.021
Kurtosis	1.897	S E Kurt	.079	Skewness	1.108
S E Skew	.039	Range	99.000	Minimum	.000
Maximum	99.000	Sum	54055.000		

Valid cases   3884   Missing cases   1669

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SPMOWK89   MONTHS SPOUSE WORKED FULL TIME IN 1988

Mean	6.626	Std err	.085	Median	8.000
Mode	12.000	Std dev	5.428	Variance	29.462
Kurtosis	-1.777	S E Kurt	.077	Skewness	-.205
S E Skew	.038	Range	13.000	Minimum	.000
Maximum	13.000	Sum	26907.000		

Valid cases   4061   Missing cases   1492

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

PLANSP89 BEST DESCRIBES SPOUSE CAREER ASPIRATIONS

Mean	3.927	Std err	.015	Median	4.000
Mode	4.000	Std dev	.976	Variance	.953
Kurtosis	1.755	S E Kurt	.076	Skewness	-1.294
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16094.000		

Valid cases   4098   Missing cases   1455

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SPSEEK89 ARMY CAREER EFFECT ON SPOUSE CAREER

Mean	2.902	Std err	.022	Median	3.000
Mode	2.000	Std dev	1.411	Variance	1.991
Kurtosis	.515	S E Kurt	.076	Skewness	.867
S E Skew	.038	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	11887.000		

Valid cases   4096   Missing cases   1457

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SPDIFF89 SPOUSE GET JOBS IF YOU LEFT THE ARMY

Mean	4.004	Std err	.017	Median	4.000
Mode	4.000	Std dev	1.106	Variance	1.224
Kurtosis	.326	S E Kurt	.076	Skewness	.237
S E Skew	.038	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	16414.000		

Valid cases   4099   Missing cases   1454

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SPUNEM89 LEAVE ARMY IF SPOUSE NOT FIND JOB WANTED

Mean	3.513	Std err	.019	Median	4.000
Mode	4.000	Std dev	1.208	Variance	1.460
Kurtosis	-.683	S E Kurt	.077	Skewness	-.478
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14367.000		

Valid cases   4090   Missing cases   1463

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SPLIKE89 SPOUSE FEELINGS ABOUT YOUR STAYING ARMY

Mean	2.551	Std err	.020	Median	2.000
Mode	1.000	Std dev	1.263	Variance	1.596
Kurtosis	-.974	S E Kurt	.076	Skewness	.313
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10472.000		

Valid cases   4105   Missing cases   1448

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DESCRIPTIVE STATISTICS FOR
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SPSPTU89 SPOUSE SUPPORT ON ARMY CAREER

Mean	1.574	Std err	.015	Median	1.000
Mode	1.000	Std dev	.957	Variance	.915
Kurtosis	3.122	S E Kurt	.076	Skewness	1.886
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	6459.000		

Valid cases   4104   Missing cases   1449

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SPOALL89 SPOUSE OVERALL SATISFACTION WITH ARMY

Mean	2.419	Std err	.016	Median	2.000
Mode	2.000	Std dev	1.023	Variance	1.047
Kurtosis	-.065	S E Kurt	.076	Skewness	.690
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9939.000		

Valid cases   4108   Missing cases   1445

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SPSFAM89 SPOUSE SATISFIED HOW ARMY TREATS FAMILY

Mean	2.882	Std err	.016	Median	3.000
Mode	2.000	Std dev	1.020	Variance	1.041
Kurtosis	-.601	S E Kurt	.076	Skewness	.289
S E Skew	.038	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	11835.000		

Valid cases   4106   Missing cases   1447

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LDRCUR89 BEST LEADER IN CURRENT ASSIGNMENT

Mean	3.139	Std err	.023	Median	3.000
Mode	4.000	Std dev	1.711	Variance	2.928
Kurtosis	-.399	S E Kurt	.066	Skewness	.528
S E Skew	.033	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	17199.000		

Valid cases   5479   Missing cases   74

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LDRENT89 HOW OFTEN DOES LEADER INSPIRE ENTHUSIASM

Mean	1.900	Std err	.011	Median	2.000
Mode	2.000	Std dev	.781	Variance	.610
Kurtosis	.490	S E Kurt	.066	Skewness	.695
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10342.000		

Valid cases   5443   Missing cases   110

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

LDRLOY89 HOW OFTEN DOES LEADER INSPIRE LOYALTY

Mean	1.663	Std err	.011	Median	1.000
Mode	1.000	Std dev	.781	Variance	.610
Kurtosis	.946	S E Kurt	.066	Skewness	1.073
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9033.000		

Valid cases   5431   Missing cases   122

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LDRTRU89 HOW OFTEN DOES LEADER INSPIRE TRUST

Mean	1.548	Std err	.010	Median	1.000
Mode	1.000	Std dev	.742	Variance	.550
Kurtosis	1.762	S E Kurt	.066	Skewness	1.343
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	8397.000		

Valid cases   5424   Missing cases   129

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LDRHLP89 HOW OFTEN LEADER HELPS MISSION PERCEPTON

Mean	1.685	Std err	.011	Median	2.000
Mode	1.000	Std dev	.775	Variance	.601
Kurtosis	1.055	S E Kurt	.066	Skewness	1.050
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	9137.000		

Valid cases   5424   Missing cases   129

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LDRGOL89 HOW OFTEN LEADER HELPS GOAL UNDERSTANDNG

Mean	1.952	Std err	.012	Median	2.000
Mode	2.000	Std dev	.892	Variance	.796
Kurtosis	.458	S E Kurt	.067	Skewness	.822
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10584.000		

Valid cases   5422   Missing cases   131

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LDRPRV89 THE BEST LEADER IN PREVIOUS ASSIGNMENTS

Mean	2.725	Std err	.023	Median	2.000
Mode	1.000	Std dev	1.724	Variance	2.973
Kurtosis	-.392	S E Kurt	.066	Skewness	.786
S E Skew	.033	Range	6.000	Minimum	1.000
Maximum	7.000	Sum	14893.000		

Valid cases   5466   Missing cases   87

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DESCRIPTIVE STATISTICS FOR
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PLDREN89 HOW OFTEN DOES LEADER INSPIRE ENTHUSIASM

Mean	1.517	Std err	.009	Median	1.000
Mode	1.000	Std dev	.649	Variance	.421
Kurtosis	.924	S E Kurt	.066	Skewness	1.069
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	8265.000		

Valid cases   5450   Missing cases   103

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PLDRLO89 HOW OFTEN DOES LEADER INSPIRE LOYALTY

Mean	1.354	Std err	.008	Median	1.000
Mode	1.000	Std dev	.588	Variance	.346
Kurtosis	2.696	S E Kurt	.066	Skewness	1.637
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	7375.000		

Valid cases   5445   Missing cases   108

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PLDRTR89 HOW OFTEN DOES LEADER INSPIRE TRUST

Mean	1.315	Std err	.008	Median	1.000
Mode	1.000	Std dev	.562	Variance	.316
Kurtosis	3.036	S E Kurt	.066	Skewness	1.765
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	7160.000		

Valid cases   5445   Missing cases   108

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PLDRHE89 HOW OFTEN LEADER HELPS MISSION PERCEPTON

Mean	1.455	Std err	.009	Median	1.000
Mode	1.000	Std dev	.658	Variance	.432
Kurtosis	2.538	S E Kurt	.066	Skewness	1.473
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	7923.000		

Valid cases   5446   Missing cases   107

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PLDRGO89 HOW OFTEN LEADER HELPS GOAL UNDERSTANDNG

Mean	1.634	Std err	.011	Median	1.000
Mode	1.000	Std dev	.776	Variance	.603
Kurtosis	1.421	S E Kurt	.066	Skewness	1.205
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	8891.000		

Valid cases   5440   Missing cases   113

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

ARMEAN89 ARMY HAS GREAT DEAL OF PERSONAL MEANING

Mean	1.921	Std err	.011	Median	2.000
Mode	2.000	Std dev	.852	Variance	.725
Kurtosis	.909	S E Kurt	.066	Skewness	.923
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	10616.000		

Valid cases   5525   Missing cases   28

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ARBLNG89 DO NOT FEEL STRONG SENSE OF BELONGING

Mean	3.820	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.018	Variance	1.035
Kurtosis	.298	S E Kurt	.066	Skewness	-.886
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	21111.000		

Valid cases   5527   Missing cases   26

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ARTALK89 I ENJOY DISCUSSING THE ARMY WITH OUTSIDE

Mean	2.190	Std err	.012	Median	2.000
Mode	2.000	Std dev	.923	Variance	.851
Kurtosis	.283	S E Kurt	.066	Skewness	.753
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	12092.000		

Valid cases   5522   Missing cases   31

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AREMOT89 DO NOT FEEL EMOTIONALLY ATTACHED TO ARMY

Mean	3.718	Std err	.014	Median	4.000
Mode	4.000	Std dev	1.051	Variance	1.104
Kurtosis	-.135	S E Kurt	.066	Skewness	-.738
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20521.000		

Valid cases   5519   Missing cases   34

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ARPROB89 I FEEL THE ARMYS PROBLEMS ARE MY OWN

Mean	2.609	Std err	.013	Median	2.000
Mode	2.000	Std dev	.998	Variance	.997
Kurtosis	-.392	S E Kurt	.066	Skewness	.432
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	14389.000		

Valid cases   5516   Missing cases   37

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DESCRIPTIVE STATISTICS FOR
1989 LONGITUDINAL RESEARCH ON OFFICER CAREERS

ARPART89 DO NOT FEEL PART OF THE FAMILY IN ARMY

Mean	3.659	Std err	.013	Median	4.000
Mode	4.000	Std dev	.960	Variance	.922
Kurtosis	-.046	S E Kurt	.066	Skewness	-.611
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	20199.000		

Valid cases   5520   Missing cases   33

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ARATCH89 COULD EASILY BE ATACHED TO ANOTHER GROUP

Mean	3.023	Std err	.015	Median	3.000
Mode	2.000	Std dev	1.099	Variance	1.207
Kurtosis	-.850	S E Kurt	.066	Skewness	.024
S E Skew	.033	Range	4.000	Minimum	1.000
Maximum	5.000	Sum	16668.000		

Valid cases   5513   Missing cases   40

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PRVSUP89 ARMY-PROVIDING ORGANIZATIONAL SUPPORT

Mean	2.576	Std err	.012	Median	2.000
Mode	2.000	Std dev	.905	Variance	.818
Kurtosis	2.669	S E Kurt	.066	Skewness	1.417
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14178.000		

Valid cases   5503   Missing cases   50

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PRVCOM89 ARMY-PROVIDING COMMUNICATION CHANNELS

Mean	2.637	Std err	.012	Median	2.000
Mode	2.000	Std dev	.912	Variance	.832
Kurtosis	1.238	S E Kurt	.066	Skewness	1.028
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	14544.000		

Valid cases   5515   Missing cases   38

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PRVINF89 ARMY-PROVIDING INFORMATION RESOURCES

Mean	2.493	Std err	.012	Median	2.000
Mode	2.000	Std dev	.883	Variance	.781
Kurtosis	1.959	S E Kurt	.066	Skewness	1.121
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	13754.000		

Valid cases   5516   Missing cases   37

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DESCRIPTIVE STATISTICS FOR
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PRVMAT89 ARMY-PROVIDING MATERIEL RESOURCES

Mean	2.751	Std err	.013	Median	3.000
Mode	2.000	Std dev	.963	Variance	.927
Kurtosis	.549	S E Kurt	.066	Skewness	.819
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15148.000		

Valid cases   5507   Missing cases   46

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PRVRES89 ARMY-PROVIDING PERSONNEL RESOURCES

Mean	2.933	Std err	.013	Median	3.000
Mode	3.000	Std dev	.978	Variance	.957
Kurtosis	.036	S E Kurt	.066	Skewness	.620
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	16162.000		

Valid cases   5511   Missing cases   42

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PRVFDB89 ARMY-PROVIDING FEEDBACK ON PERFORMANCE

Mean	2.723	Std err	.013	Median	3.000
Mode	2.000	Std dev	1.000	Variance	1.000
Kurtosis	-.107	S E Kurt	.066	Skewness	.624
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	15011.000		

Valid cases   5512   Missing cases   41

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PRVRCG89 ARMY-PROVIDING RECOGNITION FOR GOOD JOB

Mean	2.969	Std err	.014	Median	3.000
Mode	2.000	Std dev	1.065	Variance	1.133
Kurtosis	-.544	S E Kurt	.066	Skewness	.465
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	16382.000		

Valid cases   5518   Missing cases   35

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PRVEFF89 ACCOMPLISHING THE ARMY MISSION

Mean	2.289	Std err	.012	Median	2.000
Mode	2.000	Std dev	.862	Variance	.744
Kurtosis	4.317	S E Kurt	.066	Skewness	1.607
S E Skew	.033	Range	5.000	Minimum	1.000
Maximum	6.000	Sum	12624.000		

Valid cases   5515   Missing cases   38

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DESCRIPTIVE STATISTICS FOR
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BENHLF89   HALF PAY RETIREMENT AT 20 YEARS WORTH $

Mean	196.867	Std err	2.957	Median	100.000
Mode	100.000	Std dev	215.096	Variance	46266.411
Kurtosis	4.844	S E Kurt	.067	Skewness	2.179
S E Skew	.034	Range	999.000	Minimum	.000
Maximum	999.000	Sum	1041427.00		

Valid cases   5290   Missing cases   263

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BENMED89   FULL BENEFITS FOR SELF-FAMILY IS WORTH $

Mean	101.970	Std err	1.706	Median	75.000
Mode	100.000	Std dev	124.256	Variance	15439.516
Kurtosis	22.173	S E Kurt	.067	Skewness	4.019
S E Skew	.034	Range	999.000	Minimum	.000
Maximum	999.000	Sum	540848.000		

Valid cases   5304   Missing cases   249

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BENCOM89   COMMISSARY STORES PRIVILEGES ARE WORTH $

Mean	41.179	Std err	1.199	Median	10.000
Mode	.000	Std dev	87.264	Variance	7614.994
Kurtosis	33.342	S E Kurt	.067	Skewness	4.852
S E Skew	.034	Range	999.000	Minimum	.000
Maximum	999.000	Sum	217958.000		

Valid cases   5293   Missing cases   260

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BENEXC89   ARMY EXCHANGE PRIVILEGES ARE WORTH $

Mean	27.775	Std err	.931	Median	5.000
Mode	.000	Std dev	67.767	Variance	4592.383
Kurtosis	55.313	S E Kurt	.067	Skewness	6.216
S E Skew	.034	Range	999.000	Minimum	.000
Maximum	999.000	Sum	147070.000		

Valid cases   5295   Missing cases   258

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TIMHLF89   20 YEAR HALF PAY RETIREMENT WORTH TIME

Mean	702.790	Std err	14.045	Median	500.000
Mode	.000	Std dev	1015.008	Variance	1030241.20
Kurtosis	27.280	S E Kurt	.068	Skewness	4.415
S E Skew	.034	Range	9959.000	Minimum	.000
Maximum	9959.000	Sum	3670671.00		

Valid cases   5223   Missing cases   330

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DESCRIPTIVE STATISTICS FOR
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TIMMED89 FULL BENEFITS FOR SELF-FAMILY WORTH TIME

Mean	498.953	Std err	12.586	Median	217.500
Mode	.000	Std dev	909.159	Variance	826569.217
Kurtosis	42.764	S E Kurt	.068	Skewness	5.667
S E Skew	.034	Range	9959.000	Minimum	.000
Maximum	9959.000	Sum	2603538.00		

Valid cases   5218   Missing cases   335

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TIMCOM89 COMMISSARY STORES PRIVILEGES WORTH TIME

Mean	159.643	Std err	7.858	Median	.000
Mode	.000	Std dev	567.335	Variance	321869.534
Kurtosis	120.749	S E Kurt	.068	Skewness	9.595
S E Skew	.034	Range	9959.000	Minimum	.000
Maximum	9959.000	Sum	832219.000		

Valid cases   5213   Missing cases   340

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TIMEXC89 ARMY EXCHANGE PRIVILEGES ARE WORTH TIME

Mean	115.979	Std err	6.928	Median	.000
Mode	.000	Std dev	500.132	Variance	250132.430
Kurtosis	149.689	S E Kurt	.068	Skewness	10.766
S E Skew	.034	Range	9959.000	Minimum	.000
Maximum	9959.000	Sum	604485.000		

Valid cases   5212   Missing cases   341

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OTHJOB89 SINCE COMMISSION HAD ANOTHER PAYING JOB

Mean	1.894	Std err	.004	Median	2.000
Mode	2.000	Std dev	.308	Variance	.095
Kurtosis	4.561	S E Kurt	.066	Skewness	-2.561
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	10349.000		

Valid cases   5464   Missing cases   89

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OTHWKS89 WEEKS SPENT NON-ARMY PAID JOB PAST YEAR

Mean	.465	Std err	.050	Median	.000
Mode	.000	Std dev	3.611	Variance	13.037
Kurtosis	129.813	S E Kurt	.068	Skewness	10.724
S E Skew	.034	Range	52.000	Minimum	.000
Maximum	52.000	Sum	2448.000		

Valid cases   5259   Missing cases   294

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DESCRIPTIVE STATISTICS FOR
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OTHNOW89   CURRENTLY WORKING AT NON-ARMY JOB

Mean	1.980	Std err	.002	Median	2.000
Mode	2.000	Std dev	.142	Variance	.020
Kurtosis	43.973	S E Kurt	.066	Skewness	-6.779
S E Skew	.033	Range	1.000	Minimum	1.000
Maximum	2.000	Sum	10844.000		

Valid cases   5478   Missing cases   75

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OTHPAY89   USUAL MONTHLY PAY AT NON-ARMY JOB

Mean	1077.151	Std err	152.758	Median	500.000
Mode	500.000	Std dev	1572.740	Variance	2473511.06
Kurtosis	18.366	S E Kurt	.465	Skewness	3.812
S E Skew	.235	Range	9979.000	Minimum	20.000
Maximum	9999.000	Sum	114178.000		

Valid cases   106   Missing cases   5447

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OTHHRS89   AVERAGE MONTHLY HOURS AT NON-ARMY JOB

Mean	40.000	Std err	4.131	Median	25.000
Mode	40.000	Std dev	43.715	Variance	1911.027
Kurtosis	5.158	S E Kurt	.453	Skewness	2.421
S E Skew	.228	Range	196.000	Minimum	4.000
Maximum	200.000	Sum	4480.000		

Valid cases   112   Missing cases   5441